INRETAIL PERÚ CORP.

Sustainability
Report 2025

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CEO Letter

Dear Stakeholders,

It is an honor to present the 2025 Sustainability Report of InRetail Perú Corp.

Throughout 2025, evolving economic conditions, rapid technological innovation, shifting consumer expectations, and an increasingly complex global environment continued to reshape industries and redefine growth opportunities. Against this backdrop, we reaffirmed that agility, resilience, and adaptability are essential to creating long-term value. This report reflects how these principles guided our actions over the past year and will continue to shape our long-term strategy.

None of our achievements would have been possible without our people. Every day, more than 47,000 employees bring InRetail to life. Thanks to their dedication, we served our customers, managed our stores, pharmacies and shopping malls, operated our distribution centers, developed new solutions, and reached communities across Peru. Their commitment, discipline, and ability to adapt enabled us to stay focused on our long-term strategy despite a challenging operating environment. To each of them, I extend my gratitude for their invaluable contribution.

That commitment also enabled us to expand our presence across the country, reach new communities, and improve access to essential products and services. Today, we operate more than 4,300 locations throughout Peru, including the opening of the first modern supermarket in Ayacucho, the continued growth of *Mass*, the strengthening of our pharmacy network, and the ongoing expansion of *Real Plaza*. Our expanding presence allows us to be closer to the families and communities we serve, helping millions of Peruvians meet their everyday needs.

Scale is not simply a measure of growth. It reflects the trust that millions of customers place in us every day, and our responsibility to earn that trust through an increasingly accessible, efficient, and relevant customer experience.

Sustainable growth depends on developing the people who make it possible. In 2025, more than 97% of our employees participated in a performance evaluation, fostering a culture of continuous feedback and development. We also increased female representation in senior and middle management from 41% to 47%, strengthening a more diverse leadership team. These results reflect our belief that resilient organizations are built by capable, engaged, and diverse people.

Beyond our own operations, we strive to create a positive impact in the communities we serve by expanding access to essential products, promoting healthier lifestyles, and supporting local development. Through initiatives such as *Bueno x Dentro*, one of our flagship social programs, we supported healthier lifestyles for more than 95,000 people every week, reinforcing our belief that sustainable growth is measured not only by business performance, but also by the positive difference we make in people's lives.

Building a resilient business also requires continuously improving the way we operate. Throughout 2025, we further transformed our logistics network by enhancing distribution capabilities, decentralizing facilities, adopting digital tools, leveraging artificial intelligence, and advancing analytics. These investments improved product availability, reduced replenishment times, optimized transportation routes, strengthened supply chain resilience, and enabled better decision-making across our businesses. By combining innovation with operational excellence, we enhanced customer experience while improving efficiency and supporting our long-term competitiveness.

The same mindset shapes our approach to sustainability. Rather than a standalone initiative, sustainability is embedded in the way we manage risk, allocate capital, operate our businesses, engage with our employees and suppliers, and make strategic decisions. This commitment is reflected in initiatives that improve energy efficiency, reduce environmental impact of our logistics operations, promote more responsible products, strengthen corporate governance, and embed responsible business practices throughout our value chain.

Our progress continued to be recognized by leading international benchmarks. In 2025, InRetail achieved a score of 76 in S&P Global's Corporate Sustainability Assessment (CSA), placing the Company in the 97th percentile of its industry. We were also included in the Dow Jones Best in Class Index for the fifth consecutive year, ranking first in Latin America and among the world's leading companies in our sector. These recognitions reflect the progress we have made while challenging us to keep raising our standards.

Looking ahead, our confidence in Peru remains unchanged. We believe the country offers significant opportunities for companies with strong business models, differentiated value propositions, and disciplined execution. That is why our investment decisions look beyond short-term market fluctuations and reflect a long-term commitment to reaching more families, expanding access to essential products and services, and contributing to Peru's sustainable development.

With that conviction, we will continue investing, strengthening our operations, advancing innovation, and developing our people to better serve our customers and earn the trust of all our stakeholders. We know the years ahead will bring new challenges and new opportunities. Our commitment, however, remains unchanged: to contribute to Peru's development while building a stronger, more resilient, and more sustainable company that people across Peru can rely on for generations to come.

Juan Carlos Vallejo
CEO InRetail Perú Corp.

Event in Real Plaza

At InRetail Peru Corp, we deeply regret the tragic event that occurred at Real Plaza Trujillo on February 21, 2025. From the outset, our priority has been to support the affected individuals and their families, while working closely with authorities to determine the causes of the incident and ensure that all necessary measures are implemented to prevent similar situations in the future. We reaffirm our commitment to transparency, accountability, and, above all, to the safety of everyone who visits and works in our shopping centers.

Immediately following the incident, a comprehensive emergency response was activated. Efforts focused on supporting rescue operations and assisting those affected. We facilitated access for emergency teams and provided critical resources, including firefighting protection kits, food and beverages for 210 firefighters and rescuers, and over 918 additional equipment units. A rapid identification process allowed us to map and contact affected individuals, while a dedicated team of 22 social workers and 8 additional Real Plaza personnel was deployed to provide direct assistance, including medical and psychological support, as well as continuous follow-up. Unlimited medical care was guaranteed through Sanna and San Pablo clinics, with all related expenses fully covered. Additional actions included the establishment of a helpline for affected individuals, the deployment of heavy machinery for debris removal, and preventive inspections across all malls within the first 48 hours.

As the emergency phase progressed, efforts were also directed toward strengthening prevention and risk management systems across all Real Plaza shopping centers. A nationwide inspection of 100% of the malls was conducted by leading international engineering and structural consulting firms, ensuring rigorous technical assessments. At organizational level, maintenance roles were redefined, incorporating specialized positions such as the Head of Structural and Roofing Maintenance, while each mall reinforced a Risk Prevention area responsible for regular inspections and the development of emergency and contingency plans. Although Real Plaza already had rigorous functional, structural, and sustainability standards in place, it has implemented several additional safeguards to further reinforce its processes and ensure that all future projects continue to meet the highest standards. These efforts are complemented by an ongoing homologation process for critical suppliers.

In terms of governance, all existing policies and protocols were thoroughly reviewed. Given that they were already aligned with international frameworks for incident management, the decision was made to maintain them while focusing on strengthening execution. This included reinforcing operational processes, increasing the frequency and depth of inspections, and enhancing training programs to ensure greater robustness and effectiveness in practice.

Training has been a key component of the prevention strategy. Following the incident, specialized rescue and emergency response trainings were conducted across 100% of our malls (23 shopping centers) between September and October, achieving a 97% participation rate and an NPS of 4.8. These sessions focused on evacuation procedures, risk assessment, and emergency assistance. Additionally, ongoing training programs cover first aid, ISO standards, safety rules, and best practices for managing hazardous energy sources. To further consolidate a preventive culture, the “Cultura que Cuida” program was launched for the 2025–2027 period, engaging all employees in building a shared mindset of safety and collective responsibility.

Operationally, Real Plaza Trujillo has remained closed since the incident, pending the completion of official investigations. Additionally, all Real Plaza shopping centers temporarily suspended operations for two days as a sign of respect for the victims. For tenants affected by the suspension in Trujillo, a mitigation strategy was implemented to reduce the impact on their operations, including continuous communication, complaint management, commercial support measures, renegotiation agreements, and product withdrawal coordination.

From the beginning, InRetail prioritized remediation for all affected individuals and families. The Board of Directors approved the creation of a trust fund, managed by an independent third-party trustee (La Fiduciaria), with an allocation of more than 36 million soles. This structure ensures transparency, independence, and proper management of civil reparations agreed upon with those affected.

Through a progressive outreach process, InRetail's specialized legal team established direct communication with impacted individuals, conducting in-person meetings with the injured victims and the families of the deceased. These interactions allowed for the identification of needs and the development of agreements covering civil reparations, medical and funeral expenses, and financial support. To date, agreements have been reached with 95% of affected individuals. Additionally, 26 of the injured individuals continue to receive ongoing medical care.

As an organization, we have approached this event with the highest level of responsibility and a deep commitment to learning and continuous improvement. Beyond addressing its immediate impacts, we have focused on strengthening our capabilities, reinforcing our standards, and embedding a stronger culture of prevention across all our operations.

We remain fully committed to supporting the affected individuals and their families, and to working transparently alongside authorities until all processes are concluded. Moving forward, our priority is clear: to ensure that every Real Plaza shopping center operates under the highest safety standards, guided by rigorous oversight, accountability, and a shared responsibility to protect the people we serve.

About the Sustainability Report 2025

(GRI 2-3, GRI 2-5) (GRI 2-14)

At InRetail Perú Corp., we are pleased to present our 2025 Sustainability Report, a comprehensive disclosure of our environmental, social, and governance (ESG) performance for the fiscal year. This 2025 edition presents a comprehensive review of our progress, ensuring alignment with our corporate reporting cycle while integrating the latest developments in our sustainability strategy.

Scope and Reporting Period

(GRI 2-2, 2-3)

This document covers the activities and performance of InRetail Perú Corp. and its consolidated subsidiaries from January 1 to December 31, 2025. The information corresponds to our core business units:

- Food Retail
- Pharma
- Shopping Malls

Reporting Standards and Frameworks

To ensure the highest levels of accountability and global comparability, this report has been prepared in alignment with:

- **GRI Standards:** This report has been prepared in accordance with the GRI Universal Standards 2021.
- **SASB Standards:** Sector-specific disclosures for *Food Retail & Distribution*, *Drug Retailers*, and *Real Estate*.
- **S&P Global CSA:** Aligned with the requirements of the Corporate Sustainability Assessment (CSA) for the Dow Jones Best in Class (DJ BIC).
- **UN Sustainable Development Goals (SDGs):** Reporting on our strategic contribution to the 2030 Agenda.

Assurance and Verification

(GRI 2-5, 2-14)

Reliability is fundamental to our reporting process. Key ESG indicators—including Greenhouse Gas (GHG) emissions, energy intensity, and gender pay gap—have undergone external independent assurance. Furthermore, our Board of Directors has reviewed and approved this report, ensuring that it provides a balanced and accurate representation of our material impacts and strategic direction.

Chapter	Verified Content	Page
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Contact Information

(GRI 2-3)

We value an open dialogue with our stakeholders. For inquiries regarding this report or our sustainability strategy, please contact:

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About InRetail Perú Corp.

(GRI 2-1) (GRI 2-2)

Organizational Identity

InRetail Perú Corp. (InRetail) is a leading multi-format retail group in Peru, with operations across 25 regions of the country. As a publicly listed subsidiary of Intercorp Group—one of Peru's largest and most diversified business groups—InRetail operates an integrated and resilient ecosystem designed to create value throughout the consumer lifecycle. Its operations are organized into four critical business units: **Food Retail**, **Pharma Retail,** and **Shopping Malls.**

Our strategy is anchored mainly in two core pillars: everyday low prices (EDLP) and a strong focus on core categories, with selected formats also emphasizing a differentiated customer experience. This approach has driven significant growth and margin expansion.

Our Main Business Units

(GRI 2-6)

Business Unit	Food Retail	Pharma	Shopping Malls
Brands	• Vivanda • plazaVea • Mass • Makro • Oslo • Merkao • Agora Shop	• Inkafarma • Mifarma	• Real Plaza
Company Names	• Administración Food Regional S.A.C. • Supermercados Peruanos S.A. • Compañía Food Retail S.A.C. • plazaVea Oriente S.A.C. - plazaVea Selva • Compañía Hard Discount S.A.C. - Mass • Makro Supermayorista S.A. – Makro • Operadora de Servicios Logísticos S.A.C. • Digital Foods Peru S.A.C.	• Farmacias Peruanas S.A.C. • InRetail Pharma S.A. • Boticas IP S.A.C. • Mifarma S.A.C. • Jorsa de la Selva S.A.C. • Vanttive S.A.C.	• Real Plaza S.R.L.

Food Retail

The Food Retail segment is the largest revenue contributor to InRetail, accounting for approximately 57% of consolidated sales in 2025. Operated by Supermercados Peruanos S.A., this segment follows a multi-format strategy to reach different socioeconomic groups and address a range of shopping needs, from bulk stock-up to daily convenience.

Since 2016, we have refined our strategic vision, transitioning from a volume-discount model to an "Everyday Low Price" strategy. This approach not only benefits our customers by ensuring consistently affordable prices, but also strengthens our long-term sustainability by fostering strong, collaborative relationships across our supply chain.

By collaborating closely with suppliers to reduce prices and costs, we have gained market share and established ourselves as market leaders in essential consumer goods.

Milestones 2025:

- **Expansion of Mass stores:** The fiscal year 2025 was defined by the continued expansion of our Hard Discount format, Mass, and the strategic optimization of logistics to support this decentralized growth. We opened 300 net new Mass stores, adding over 57,000 square meters of sales area and reaching the historic milestone of our 1,500th store nationwide. This aimed at a provincial penetration in regions like Piura and Arequipa to capture market share from traditional trade.
- **Value proposition of Mass stores:** Reinforced the value proposition with focus on low prices, high-quality products and proximity, launching 30 new private labels and renovating 130 stores with an optimized store experience
- **Plaza Vea efficiency:** The segment executed temporary closures of select Plaza Vea locations for comprehensive remodelling, aiming to optimize energy efficiency and customer flow. This temporarily impacted sales but positioned the assets for higher future productivity.
- **Plaza Vea expansion:** new openings in Tarapoto and Ayacucho. The Ayacucho opening is a major milestone, marking the first modern supermarket in the region and addressing a long-standing need for access to formal retail and high-quality product
- **Digital Growth:** The Food Retail unit achieved a 3.2% increase in digital food sales in 2025.

Food Retail Logistics Centers

Our distribution network is known for its agility and efficiency, supported by a well-established logistics infrastructure that enables operations across the entire country. To supply our network, we collaborate with multiple suppliers, including our subsidiary Oslo.Oslo operates five distribution centers located in the regions of Arequipa, La Libertad, Lima, and Piura.

Resilience and Digital Transformation for Proximity Formats

Oslo's infrastructure proved critical for business continuity and the expansion of the Mass discount format, leveraging eight dedicated nodes to provide "just-in-time" replenishment for stores under 200 m².

Through the implementation of AI-driven demand forecasting and dynamic route optimization, operations in 2025 successfully mitigated external disruptions.

This technological integration ensures omnichannel visibility and inventory density, helping to preserve EBITDA margins despite rising labor costs and macroeconomic volatility.

Milestones 2025:

- **Strategic goal realized:** The unit established 9 strategically located warehouses across various cities in Peru. These intermediary hubs were designed specifically to service Mass small-format stores that lack backroom storage capacity. Each warehouse can serve over 150 stores, ensuring high on-shelf availability and reducing the frequency of stockouts, a critical metric in the hard discount model.

Pharma

InRetail Pharma is the undisputed leader in the Peruvian pharmaceutical sector, operating a vertically integrated model that spans retail and distribution. This segment accounts for approximately 40% of the group's consolidated revenues.

The segment operates through two primary units:

- **Pharmacies (Retail):** Operating under the Inkafarma (everyday low price) and Mifarma (variety and convenience) brands, this unit manages a network of 2,509 pharmacies nationwide.
- **Distribution:** This unit is the leading pharmaceutical distributor in Peru. It serves both InRetail's own pharmacy chain and independent pharmacies, hospitals, and clinics, providing a critical logistical backbone for the national healthcare system.

Milestones 2025:

- **Inauguration of the new distribution center:** A historic milestone for the group was the completion and operational ramp-up of the new centralized Distribution Center (CD), which required an investment of more than S/ 590 MM. In 2025, the transition to this new CD, together with decentralized logistics hubs in the provinces, aimed to reduce pharmacy response and restocking times from 6 days to just 24–48 hours nationwide. This enhanced supply chain agility also provided the foundation to continue innovating with our pharmacy formats.
- **Innovating pharmacy formats:** Continued innovating with our pharmacy formats to capture high-growth complementary categories, adjusting to new customer needs
- **Store openings:** The retail unit maintained a steady expansion pace, opening 109 net new pharmacies in 2025.
- **Eco-Friendly Initiatives:** The segment integrated sustainability into its commercial operations, reporting over S/ 16 million in sales of eco-friendly products in 2025 alone. It also achieved a logistics milestone by delivering over 55,000 orders using sustainable transportation, reducing the carbon footprint of last-mile delivery.
- **Digital Acceleration:** The Pharma unit achieved a 5% in digital pharmacy sales in 2025 (vs 4% in 2024)

Pharma Logistics Centers

We operate a nationwide pharmaceutical distribution network, with five strategically located distributions centers in Chiclayo, Arequipa, and three in Lima. These facilities serve both our Pharmacies and Distribution businesses, supported by twelve cross-dock centers across the country to supply our pharmacies, as well as two dark stores in Lima dedicated to our pharmaceutical e-commerce operations.

OSLO in Pharma

Strategic Decentralization and Operational Segregation

In 2025, InRetail achieved a structural transformation of its supply chain by leveraging Oslo as a specialized vehicle for "non-pharma" logistics, effectively segregating high-volume flows from regulated pharmaceutical operations. By operating five regional distribution centers—including a key hub in Piura, located only 30km from the Port of Paita—the Group transitioned from a Lima-centric model to a decentralized architecture.

Shopping Malls

InRetail shopping malls, operating under the Real Plaza brand, is the largest shopping center operator in Peru. With 24 assets—ranging from regional malls to Power Centers (smaller formats focused on convenience, featuring big-box anchor stores)—and over 886,000 square meters of Gross Leasable Area (GLA), Real Plaza offers a mix of retail, gastronomy, entertainment, and services.

This multi-format platform allows us to cater to the diverse needs of our customers, providing a wide range of products and price points. Our strategic vision focuses on further strengthening our position in the retail industry by enhancing the customer experience and fostering strong, collaborative relationships within our supply chain.

Milestones 2025:

- **Tarapoto Power Center Opening:** Real Plaza opened a new Power Center in Tarapoto. This strategic development in the Peruvian jungle region (Selva) exemplifies InRetail's commitment to decentralization, bringing modern retail infrastructure to underserved markets with high growth potential.
- **Real Plaza Primavera expansion:** A major expansion of Real Plaza Primavera in Lima was accomplished in August 2025. This project involved densifying the mall with new retail and gastronomic offerings, enhancing its competitiveness in a high-income district.
- **Real Plaza Piura GLA Expansion:** In total, the segment advanced execution on approximately 32,000 sqm of GLA expansion throughout 2025, focused on upgrading existing assets such as Real Plaza Piura to accommodate new anchor tenants and lifestyle concepts.
- **Bonds:** Refinanced our existing bonds with a new issuance of ~USD 500 million Senior Unsecured Notes.

Our operation in Peru

(GRI 2-6)

InRetail Peru: Present in Every Corner of Peru

At InRetail, our purpose is to serve every corner of Peru, reaching all regions of the country's by providing essential goods and services. We deliver health, wellness and retail solutions to communities across the country, regardless of how remote or difficult to access they may be.

Our headquarters are located at Calle Morelli 139, San Borja - Lima, Peru.

Regions	Food Retail			Pharma		Shopping Malls	Total
	plazaVea Vivanda	Mass	Makro	Inkafarma	Mifarma	Real Plaza	
Amazonia					13		13
Ancash	3	54	1	48	31	1	138
Apurimac				8	8		16
Arequipa	2	142	2	78	76	1	301
Ayacucho	1			17	10		28
Cajamarca	2			42	37	1	82
Cusco	2	21	1	35	35	1	95
Huancavelica		1		5	1		7
Huanuco	1	7		20	17	1	46
Ica	3	92	2	53	41		191
Junin	2	67	1	52	41	1	164
La Libertad	4	143	2	91	66	1	307
Lambayeque	2	71	1	56	47	1	178
Lima	68	852	14	658	605	8	2,205
Loreto					62		62
Madre de Dios					12		12
Moquegua	2			9	5		16
Pasco		2		9	4		15
Piura	6	121	3	71	54	2	257
Puno	2			28	8	1	39
San Martin	2				67		69
Tacna	1			16	15		32
Tumbes	1	19		11	8		39
Ucayali	1				30	1	32
Total	105	1592	27	1307	1293	20	4,344

Awards and Recognitions

InRetail Perú Corp.'s commitment to excellence, sustainability, and talent management was widely recognized in 2025 by prestigious national and international institutions.

S&P Global Corporate Sustainability Assessment (CSA) 2025

InRetail Perú Corp. achieved a score of 76, placing it in the 97th percentile among 204 companies assessed in its industry. This performance positions the company within the top 3% of sustainability performers globally and reflects its continued leadership in environmental, social, and governance (ESG) performance.

- Dow Jones Best in Class Index: For the 5th consecutive year, we remained a constituent of the "Dow Jones Best in Class Index" (formerly DJSI), ranking #5 globally in our sector and #1 in Latin America.
- S&P Global Sustainability Yearbook: We were included in the prestigious Sustainability Yearbook, a distinction reserved strictly for companies within the top 15% of their industry worldwide based on the Corporate Sustainability Assessment (CSA).
- CSA Performance: InRetail achieved a final score of 76/100, placing us in the 97th percentile. This performance significantly outperforms the industry average of 28, confirming our leadership across all ESG dimensions:
  - Social Dimension: 82 points (Industry Avg: 24).
  - Environmental Dimension: 74 points (Industry Avg: 30).
  - Governance Dimension: 72 points (Industry Avg: 31).

Corporate Reputation and ESG Leadership

The Merco (Monitor Empresarial de Reputación Corporativa) rankings, considered the gold standard for corporate reputation in the region, highlighted InRetail's leadership across multiple dimensions in 2025:

- **Merco Empresas 2025 (Corporate Reputation):**
  - **Supermercados Peruanos (Food Retail):** Ranked #1 in the Self-Service/Supermarket sector and #21 in the overall national ranking of companies in Peru.
  - **Real Plaza (Shopping Malls):** Consolidated its leadership by ranking #2 in the Shopping Centers category, reaffirming its brand strength despite operational challenges.
- **Merco Talento 2025 (Talent Attraction):**
  - **Supermercados Peruanos:** Ranked #24 in the overall national ranking, leading the retail sector as a preferred employer.
- **Merco ESG 2025 (Sustainability):**
  - **Supermercados Peruanos** achieved the #1 ranking in the Self-Service sector for its Environmental, Social, and Governance performance.
- **CDP**
  - **InRetail Peru Corp.** received a B rating from CDP (Carbon Disclosure Project), a global environmental transparency organization, demonstrating good performance in managing our environmental impacts.
- **ELSA**
  - ELSA (Workplaces Without Harassment): All companies across our platform were recognized by ELSA (Espacios Laborales Sin Acoso), validating our systemic approach to preventing sexual harassment and fostering safe work environments. Real Plaza was additionally recognized as a Top Performer for Harrassment Prevention.

Great Place to Work®

The Great Place to Work® (GPTW) institute honored InRetail's subsidiaries for their inclusive and high-performance cultures in 2025:

- **Diversity & Inclusion:**
  - Supermercados Peruanos ranked #3 in the "Best Places to Work for Diversity and Inclusion" list (Large Companies category) and #3 nationwide in the Aequales PAR Ranking 2025, which measures gender equity and diversity.
  - InRetail Pharma (Farmacias Peruanas) ranked #10 in the GPTW Diversity & Inclusion list, specifically recognized for its "Inclúyeme" program which fosters employment for people with disabilities.
- **General Best Workplaces:**
  - PlazaVea & Vivanda (Supermercados Peruanos) were recognized as one of the best places to work in Peru, achieving the #2 position in the general ranking for more than 1,000 employees; while Farmacias Peruana followed with a #17 position.

Global Sustainability Recognition

TIME & Statista "World's Best Companies for Sustainable Growth 2025": In a landmark achievement, InRetail Perú Corp. was included in this prestigious global ranking. The assessment evaluated the company across three pillars: financial stability, revenue growth, and environmental impact (including transparency in Scope 1, 2, and 3 emissions, as well as energy efficiency and water usage).

Associations and Memberships 2025

(GRI 2-28)

InRetail Perú Corp. actively participates in Peru's most influential trade and sustainability associations to advocate for industry development, formalization, and responsible business practices.

Association	Description
Perú Sostenible	Network of businesses that aims to promote the social, environmental, and economic development of Peru through the implementation of the United Nations' Sustainable Development Goals (SDGs). Established in the early 1990s, the initiative connects businesses and organizations to act as agents of change, fostering a sustainable future for the country.
Líderes + 1	Initiative that promotes positive economic, environmental, and social impact, as well as competitiveness in the country's most productive sectors. It believes that the leaders of every organization are key agents of change for sustainability and should promote a triple positive impact that generates social well-being, economic growth, and care for the planet.

Desafío Kunan	**Desafío Kunan** is the most prestigious annual award focused on social entrepreneurship in Peru. It aims to recognize a diverse range of businesses that address social and environmental challenges in the country, highlighting those that are innovative, scalable, and sustainable. The initiative seeks to empower young entrepreneurs who are developing creative solutions to improve their communities.
Sociedad Comercio Exterior Del Perú (COMEX)	Business association that brings together the main exporters, importers and service providers in various economic sectors, such as agro-export, mining, energy, manufacturing, retail, digital, logistics, tourism, infrastructure and health, among others, with the goal of influencing public policies in favor of employment generation, creation of opportunities and better quality of life for citizens
Cámara de Comercio de Lima	Business association that promotes market freedom, facilitates business opportunities, provides assistance and services, and drives competitiveness in the private sector.
Comunidad Aequales	It aims to eliminate gender gaps in our country, guiding us with a strong commitment to equity, being agents of change through the generation and retention of our employees.
Presente	Peruvian nonprofit organization focused on advancing the rights, inclusion, and visibility of LGBTQ+ people, especially in workplace environments. It works through partnerships with companies, civil society organizations, and community initiatives to promote diversity, equity, and inclusion (DEI).
Pride Connection	Network of companies that provide labor rights to LGBTQ+ community members and foster safe and inclusive workspaces for their teams.
Asociación de Centros Comerciales y de Entretenimiento del Perú (ACCEP)	Association that includes the main shopping centers in the country, aims to promote the development of the industry by representing, promoting, and defending its members before public and private organizations.
Fundación OLI	Solidarity platform dedicated to channeling efforts and resources, thus connecting people and institutions for equal opportunities in the fields of environment, health, culture, education, and poverty reduction. We work together with them in the "Ayudando Abrigando" Program, for clothing donation activities to vulnerable communities in Cusco, Ayacucho, and Comas, in conjunction with the Ayudando Abrigando association.

Asociación Nacional de Cadenas de Botica (ANACAB)	Its purpose is to promote access for Peruvian families to comprehensive health services so they can obtain safe and effective medicines. The network ensures the guidance of a team of healthcare professionals whose main interest is to serve and care for patients and consumers.
Instituto Peruano de Economía (IPE)	A private nonprofit institution that seeks to promote balanced and sustainable economic development, carrying out activities that discuss economic policy measures.
Sociedad Nacional de Industrias (SNI)	Business association that promotes the development of the manufacturing industry, boosts the market economy, and contributes to the country's development through sector-specific technical proposals in areas such as economics, labor, and tax policies, among others.
Banco de Alimentos (BAP)	Non-profit association that works as an intermediary between food companies and charitable organizations. It recovers food of no commercial value for distribution to people suffering from food insecurity.
Reverse Logistics Group (RLG)	Operator of electrical and electronic equipment waste, responsible for managing reverse logistics and providing solutions for recycling Electrical and Electronic Equipment Waste (WEEE) in compliance with national regulations.
Cámara de Comercio Americana del Perú (AmCham)	Organization that promotes and fosters the free market system, encouraging trade, investment, and exchange between Peru and the United States.
Hombro a Hombro	A private sector initiative aimed at supporting the state through companies' management capacity in emergency situations. The board brings together 49 leading companies in the country and receives support from others in times of disaster to channel their aid and efficiently reach areas that need immediate help.
Patronato Nacional Pro-Bombero del Perú	A private entity, established as a non-profit association, whose objective is to support, as much as possible, the General Volunteer Firefighters Corps of Peru (CGBVP) and the volunteer firefighters who are part of it.
Es Hoy	Movement of business leaders that articulates business capabilities and promotes high-impact initiatives that respond to urgent challenges in the country. Food Retail signed the SME Commitment, an initiative to encourage more companies to incorporate Responsible Relationship Principles with their MSE Suppliers.

Consumer Goods Forum (CGF)	A global leading network that brings together over 400 retailers, manufacturers, and other key players in the consumer goods industry. Its focus is on driving positive changes and greater efficiency within the industry by addressing global challenges such as sustainability, consumer health, and ethical supply chain practices. Food Retail is part of the Golden Design Rules initiative.
UN Global Compact Perú	Is the world's largest corporate sustainability initiative from the United Nations, promoting companies' commitment to align their strategies and operations with the Ten Universal Principles on Human Rights, Labor Standards, Environment, and Anti-corruption.

Table of contributions

Reason	Currency	2022	2023	2024	2025
Lobbying groups, interest representation, or similar	S/	0	0	0	0
Local, regional or national political campaigns/organizations/candidates	S/	0	0	0	0
Trade associations, guilds, tax-exempt associations, or think tanks	S/	711,521	901,826	1,257,350	1,662,942
Other (expenses related to measures elections or referendums)	S/	0	0	0	0
Total contributions and other expenses	S/	711,521	901,826	1,257,350	1,662,942

Governance

Corporate Governance

Board Structure

(GRI 2-9) (GRI 2-11)

InRetail Perú Corp. (the "Company") is governed by a unitary Board of Directors responsible for executive oversight and strategic direction. This structure enables agile decision-making and direct communication between the Board and operational management.

As of December 31, 2025, the Board of Directors is composed of six (6) members and two (2) alternate directors. This composition supports an effective balance between diversity of perspectives and efficient decision-making. The Board's design ensures that, while the controlling shareholder maintains strategic influence, independent directors represent 33.3% of the Board (2 out of 6 members), providing a meaningful counterbalance in Board deliberations.

The Board's structure and functioning are defined in the Company's Bylaws and Board Regulations, which establish a minimum of three directors and set out clear rules for their appointment and governance.

Board Membership:

- **Directors:**
  - Carlos Rodríguez-Pastor Persivale (Chairman)
  - Fernando Zavala Lombardi
  - Hugo Santa María Guzmán
  - Mariela García
  - Ignacio Benito Marchese (Independent)
  - Alberto Moriana Rivas (Independent)
- **Alternate Directors:**
  - Julio Luque (Alternate to the Chairman Carlos Rodríguez-Pastor)
  - Pablo Turner (Alternate Director for Fernando Zavala).

CARLOS RODRÍGUEZ PASTOR

PRESIDENT

Directory entry: 2011
Nationality: Perú
Year of birth: 1959

Profession:
Bachelor in Social Sciences from the University of California at Berkeley and MBA from the Amos Tuck School of Business at Dartmouth University.

FERNANDO ZAVALA

DIRECTOR

Profession:
Bachelor of Economics from the Universidad del Pacífico, Lima and MBA from the University of Birmingham, England.

Directory entry: 2018
Nationality: Perú
Year of birth: 1971

HUGO SANTA MARÍA

DIRECTOR

Directory entry: 2019
Nationality: Perú
Year of birth: 1963

Profession:
Bachelor of Economics from the Universidad del Pacífico. Lima and doctor in Economics from Washington University, Saint Louis.

MARIELA GARCÍA

DIRECTOR

Directory entry: 2019
Nationality: Perú
Year of birth: 1964

Profession:
Bachelor's degree in Economics from the Universidad del Pacífico and an INCAE MBA from the Adolfo Ibañez University.

ALBERTO MORIANA

INDEPENDENT DIRECTOR

Directory entry: 2024
Nationality: Spain
Year of birth: 1965

Profession:
Bachelor of Law and Business Administration from the Pontifical Comillas University of the Jesuits in Madrid (ICADE).

IGNACIO BENITO

INDEPENDENT DIRECTOR

Profession:
Bachelor in Administration and Accounting from the Catholic University of Argentina and MBA from the University of Pennsylvania, Wharton School of Business.

Directory entry: 2019
Nationality: Perú
Year of birth: 1968

PABLO TURNER

ALTERNATE DIRECTOR FOR FERNANDO ZAVALA

Directory entry: 2012
Nationality: Perú
Year of birth: 1960

Profession:
Bachelor in Administration from the Catholic University of Chile and MBA from the University of Chicago.

JULIO LUQUE

ALTERNATE DIRECTOR FOR CARLOS RODRÍGUEZ PASTOR

Directory entry: 2025
Nationality: Perú
Year of birth: 1960

Profession:
Mechanical Engineer from Simón Bolívar University (Venezuela) with a Master's in Economics and Management from IESE Business School, University of Navarra.

Role of the Chairman of the Board

(GRI 2-12) (GRI 2-13)

Mr. Carlos Rodríguez-Pastor Persivale has served as the Chairman of the Board since InRetail's incorporation in 2011. The role of the Chairman is defined in Article 10 of the Board Regulations. His primary responsibility is to uphold the Company's governance standards. Key functions include:

- **Strategic Direction:** Ensuring that the Board sets, reviews, and monitors the implementation of the Company's strategic objectives.
- **Shareholder Liaison:** Acting as the primary link between the shareholders and the Board of Directors, ensuring that the Board remains responsive to investors while considering the interests of other stakeholders.
- **Board Leadership and coordination:** Leading the Board´s work, setting meeting agendas, and ensuring that directors receive timely and accurate information for informed decision-making.
- **Institutional Representation:** Representing the Company at an institutional and corporate level.

InRetail separates the roles of Chairman of the Board and the Chief Executive Officer (CEO), in line with international corporate governance best practices. The position of CEO is held by Mr. Juan Carlos Vallejo, who is responsible for the Company´s day-to-day management and for executing the strategy approved by the Board.

This separation strengthens the Company's internal control framework by avoiding concentration of authority in a single individual and supporting independent oversight of management performance. The CEO reports directly to the Board, ensuring a clear line of accountability.

Given Mr. Carlos Rodríguez Pastor's relationship with InRetail Perú Corp.'s principal shareholders, he is not considered an independent director.

Independent Directors

(GRI 2-9)

Director independence is a key element of InRetail's corporate governance approach. The Company adheres to the "Guidelines for the Qualification of Independent Directors," approved by Resolution SMV 016-2019-SMV/01, and applies specific criteria set out in its Board Regulations.

Independent directors are appointed based on their professional experience, integrity, and financial independence. They must have no ties to the Company, its controlling shareholders, or its executive management. Specifically, in accordance with Article 7.4 of the Board Regulations, independent directors must:

- Not be a director or employee of a company within its same corporate group, unless 3 or 5 years have elapsed, respectively, since the termination of such relationship.
- Not have or have had in the last three (3) years, a commercial or contractual business relationship, direct or indirect, of a significant nature, with the Company or any other company of its same group.
- Not be a spouse, nor have a kinship relationship in the first or second degree of consanguinity, or in the first degree of affinity, with majority or controlling shareholders, members of the board of directors, representatives of majority or controlling shareholders, or senior management of the Company.

- Not have been, in the last eight (8) years, members of senior management or employees either in the Company, in companies of its same group, or in the shareholder companies of the Company.
- Not have been, during the last three (3) years, a partner or employee of the external Auditor or the Auditor of any Company of its same group.
- Upon their appointment, independent directors are required to sign a sworn statement confirming that they meet the independence criteria.

At the 2025 General Shareholders' Meeting, two (2) of the six (6) directors appointed were independent directors, representing 33.3% of the Board. This corresponds to the minimum requirement of one-third (1/3) established in the Company's Board Regulations.

Tenure of the Board

(GRI 2-10) (GRI 2-12)

As of December 31, 2025, the average tenure of the Board members was 7.35 years. This duration allows directors to develop a profound understanding of the Company's complex multi-format operations without becoming complacent.

Diversity on the Board of Directors

InRetail Perú Corp. has established a comprehensive Corporate Diversity and Inclusion Policy, which promotes equal opportunity and establishes zero tolerance for discrimination based on gender, age, religion, sexual orientation, or ethnic origin. The policy applies to all levels of the organization, including the Board of Directors.

As of the 2025 election, female representation includes one (1) titular director (out of 6 members):

- **Mariela García Figari** (Titular Independent Director)

With six (6) titular Board members, this accounts for 16.7% female representation at the titular level. The Company continues to recognize diversity as an important component of effective corporate governance.

Experience of the Board of Directors

Industry experience (years)									
Director	Risk experience	Experience in cyber security	FMCG	Retail	Health	Banking and finance	Education	Mining	Construction and materials
Carlos Rodriguez Pastor	x	-	16+	16+	11+	31+	11+	-	-
Fernando Zavala	x	x	16+	6+	6+	16+	6+	-	-

Hugo Santa Maria	x	-	21+	21+	-	21+	-	21+	21+
Ignacio Benito	x	-	21+	16+	-	26+	-	-	16+
Alberto Moriana	x	-	36+	-	-	-	-	-	-
Mariela Garcia	x	x	-	6+	-	-	-	31+	31+
Julio Luque	x	-	37+	12+	12+	-	-	-	-
Pablo Turner	x	x	31+	31+	-	31+	-	-	-

Evaluation of the Board of Directors
(GRI 2-18)

InRetail conducts an annual performance evaluation of the Board of Directors, in accordance with Article 16 of the Board Regulations. This evaluation is a structured self-assessment in which directors review:

- The performance of the Board as a collegiate body.
- The individual contribution of each director.
- The effectiveness of the Board Committees.

The process typically utilizes a "Form for Self-Evaluation," ensuring consistency and measurability in the feedback. To mitigate the inherent biases of self-evaluation, the Company’s regulations mandate that at least every two years, the evaluation must be conducted in conjunction with external advisors.

As an internal practice, the Board of Directors has been undertaking this evaluation annually. This assessment takes place in the first quarter of the subsequent period. Thus, the last evaluation took place in the first quarter of 2025.

Board of Directors Committee
(GRI 2-9)

Although the Company’s Bylaws allow for the creation of several Board committees, InRetail has chosen a streamlined governance structure. As of 2025, the Audit Committee is the only statutory committee operating under the Board.

Combining audit and risk functions into a single committee provides a holistic view of the Company’s control environment and helps avoid gaps or duplication that can arise when these responsibilities are divided.

Audit Committee

The Audit Committee supports the Board in overseeing the Company’s financial reporting, risk management, and internal control framework and acts as the "third line of defense" in the Company's risk management model.

- **Composition:** The Committee is composed of four members. Recent members have included Fernando Zavala, Mariela García, Alberto Moriana, and Hugo Santa María. Currently, they hold an average permanence time of 4.86 years.
- **Chairmanship:** The Committee is chaired by an Independent Director (Hugo Santa María)
- **Mandate and Functions:**
  - **Financial Integrity:** Reviewing the Company´s financial statements and monitoring compliance with IFRS.
  - **Risk Oversight:** Overseeing the Integrated Risk Management System, including operational, financial, strategic, and emerging risks (such as climate change and cybersecurity).
  - **Internal Audit:** Supervising the Corporate Audit Management team, led by the Corporate Auditor, who reports functionally to the Committee to guarantee independence.
  - **Ethics and Compliance:** Serving as the escalation body for material breaches of the Code of Ethics reported through the "ConÉtica" whistleblower channel, related to accounting matters or involve the CEO or CFO.
  - **Activity:** The Committee meets quarterly (4 times per year) and recorded a **100% attendance rate** in both 2024 and 2025.

Board of Directors Training

(GRI 2-9) (GRI 2-17)

InRetail recognizes that Board effectiveness depends on continuous learning. For this reason, the Company implements an annual training plan for its directors.

These training sessions cover topics such as corporate governance, regulatory compliance, risk management, effective leadership, and provide an opportunity for directors to share experience and best practices with other important areas.

In addition, the Audit Committee maintains an annual improvement plan that includes specific training on risk management for committee members and Directors.

Board Accountability

InRetail Perú Corp. enforces a robust accountability framework designed to align the Board of Directors' interests with those of the shareholders and long-term stakeholders.

The fiduciary duties of the directors—including the duties of diligence, loyalty, and confidentiality—are expressly governed by the Board of Regulations. Additionally, the Company’s Bylaws expressly prohibit indemnification or relief from liability for Directors in cases where damages to the corporation arise from willful misconduct or gross negligence (dolo o culpa inexcusable).

Board Election

In accordance with the Company’s Bylaws, all members of the Board of Directors, are elected by the General Shareholders’ Meeting for a statutory term of three (3) years. Directors may be re-elected indefinitely, allowing for an appropriate balance between institutional experience and the renewal of perspectives.

Meeting attendance

The effectiveness of the Board depends on the active participation of its members. InRetail’s directors have demonstrated a high level of commitment. The Company promotes active participation of its directors and monitors attendance levels as part of its governance practices, with a target attendance rate above 75%

- **2023:** The Board held six meetings with an attendance rate of **92%**
- **2024:** The Board held twelve (12) meetings, and the attendance rate rose to **98%**
- **2025:** The Board held 5 meetings and their attendance rate was **92%**.

Attendance levels remained stable, supporting informed decision-making with the participation of the full Board.

Management of other mandates

InRetail monitors the external commitments of its directors to ensure they have sufficient time to dedicate their responsibilities. The company adheres to the principle that directors should not hold an excessive number of board positions in publicly listed companies (typically restricted to 4 or less).

CEO Succession Planning

The Board of Directors is responsible for overseeing the implementation of Succession Policy for the Board of Directors and Senior Management. This policy is designed to support continuity of leadership and strategy in the event of planned or unplanned departures of the CEO or key executives.

- **Frequency:** Evaluation every 2 years, with an ongoing review.
- **Candidates**: CEO and Board Committee reporting lines.
- **Process:** Candidates for General Manager positions undergo periodic 360-degree assessments conducted by an external consulting firm whenever they are considered potential successors for the role.
- **Classification:** Successor candidates are classified into three readiness levels: those ready to assume the position immediately, those expected to be ready within one to three years, and next-generation talent with a longer-term horizon of more than three years.

Shareholder Approval for Bylaw Changes

The General Shareholders' Meeting (GSM) has final authority over changes to the Company’s governance structure. Any modification to the Corporate Bylaws requires the express approval of the shareholders.

This requirement protects shareholder rights by ensuring that the Board cannot unilaterally alter the Company's constitutional documents.

Ethics and Fiduciary Duties

Board accountability is set up in the Company´s Code of Ethics and the Board Regulations. Directors are subject to fiduciary duties, including the duty of confidentiality, the duty of loyalty, and the duty to act in the best interest of the corporation and all its shareholders.

Conflict of Interest Management

The Company has a policy for managing conflict of interest at the Board level. Under this policy, directors must disclose any potential conflicts and abstain from voting on related matters. This is particularly relevant given the synergies within the Intercorp Group; rigorous adherence to this policy ensures that related-party transactions are conducted at arm's length and do not disadvantage minority shareholders.

Shareholder rights

The Company committed to protecting the rights of its shareholders. The Company enforces a "one share, one vote" principle.

- **Dividend Policy:** The Company has a transparent Dividend Policy, committing to distribute no less than 10% of net income annually, subject to liquidity analysis and General Shareholders' Meeting (GSM). This policy provides predictability for investors.
- **Information Transparency:** The Company ensures equal access to information for all market participants by providing timely disclosure of its financial statements, material facts, and corporate documents. These are consistently made available through its corporate website and the Peruvian securities regulator (Superintendencia del Mercado de Valores - SMV).

Compensation alignment

Executive compensation at the Company includes variable incentives linked to company performance. While the Company discloses the main elements of its long-term incentive plans, detailed information on the specific weighting of ESG targets or financial metrics such as Return on Capital Employed (ROCE) is not publicly disclosed.

Director remuneration is fixed and approved by the General Shareholders' Meeting. To preserve independence, independent directors do not receive stock options or performance-based pay, preventing alignment with short-term stock price fluctuations at the expense of long-term oversight.

ESG Governance Oversight

(GRI 2-12, 2-13, 2-14)

The Board of Directors holds the ultimate responsibility and direct oversight of InRetail's Sustainability (ESG) strategy. This body is responsible for approving the materiality matrix, climate commitments, and key sustainability policies.

Supervision is conducted periodically, with Senior Management reporting to the Board on progress regarding environmental and social key performance indicators (KPIs), as well as the management of emerging ESG risks. This structure ensures that sustainability considerations are not treated in isolation but are fully integrated into the commercial strategy, financial planning, and risk management of the organization, aligning long-term shareholder interests with positive impact on stakeholders.

This senior management is integrated by the following position, who oversee ESG/sustainability issues: VP of Human Resources and Sustainability, and Chief Sustainability Officer.

Risk Management

Risk Management Strategy

(GRI 205-1)

Throughout 2025, InRetail continued to strengthen its risk management framework across all business units, reinforcing our steadfast commitment to operational resilience and proactive oversight.

This integrated approach focuses on identifying and assessing risks, while implementing preventive and corrective measures across the organization. As a result, we have strengthened our practices, improving our ability to operate effectively in a dynamic environment.

Risk Governance

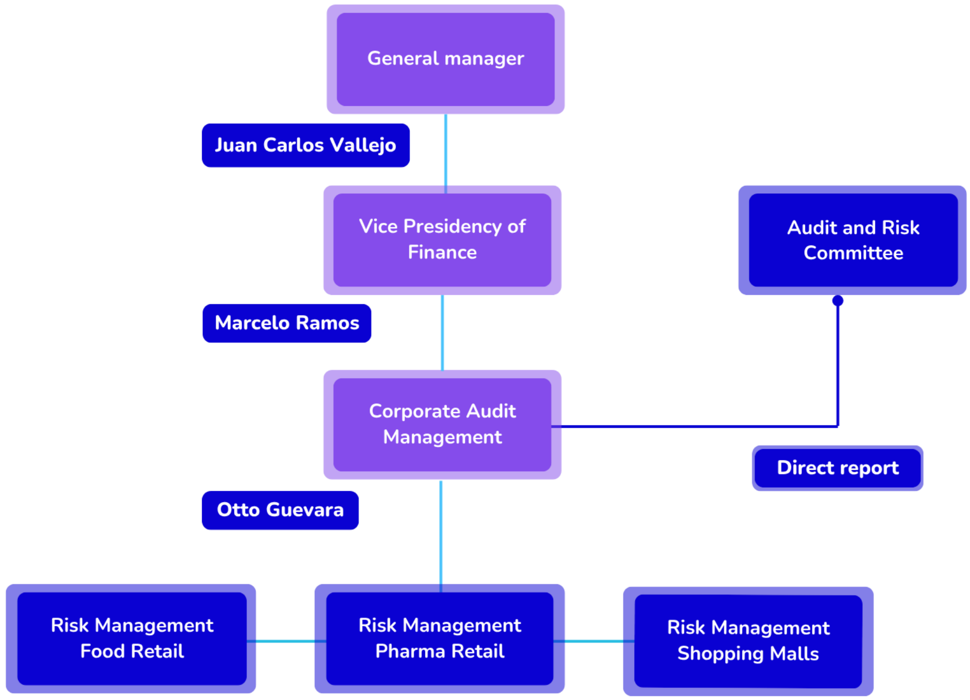
To uphold our governance and control standards, the Audit Committee oversee the scope, responsibilities, and objectives of our risk management framework, ensuring a consistent and integrated approach to risk management across the organization.

This approach strengthens our ability to identify, manage, and mitigate risks across InRetail.

Key governance elements include:

- **Specialized Teams:** Dedicated Risk Management teams operate across all business units within InRetail Perú Corp.
- **Reporting Lines:** We strengthened the independence of audit teams within each unit by having them report directly to Corporate Audit Management, in line with the Corporate Audit Statute Policy.
- **Compliance Coordination:** The Corporate Compliance Officer of InRetail Perú Corp. maintains close coordination with the Compliance Officers of each business unit.

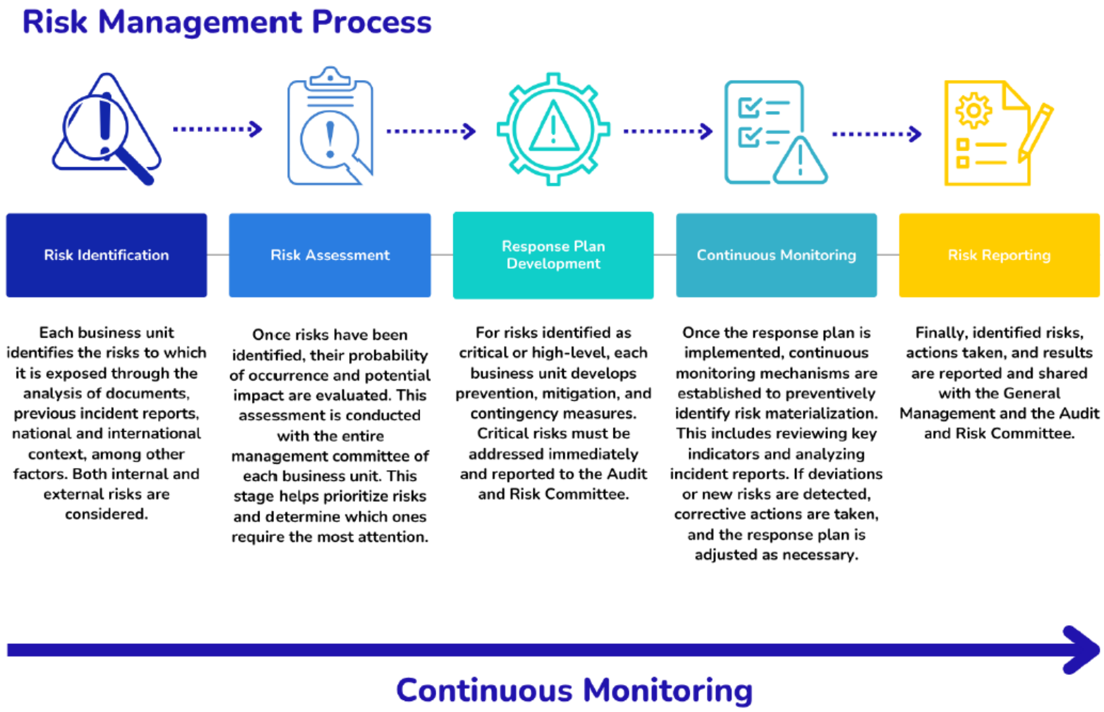
The Corporate Audit function is currently led by Otto Guevara, who reports administratively to the Vice President of Finance and functionally to the Audit committee, ensuring the necessary independence from business lines.



Three-Line Model

Each business unit executes its own risk management process, distinguished by a multifaceted approach based on the Three Lines model designed by the Institute of Internal Auditors (IIA).

- **First Line (Operational & Support Areas):** Responsible for the delivery of products and services to customers while managing the inherent risks of these operations. They ensure the consistent delivery of quality goods and services.
- **Second Line (Compliance & Quality Departments):** Provides guidance, oversight, and challenge on risk-related matters. This line monitors business risks to ensure that appropriate mitigation measures are in place.
- **Third Line (Corporate Audit Management):** Operates independently to provide objective assurance on the effectiveness of risk management, internal controls, and governance processes. It supports the organization in achieving strategic objectives and reports to the Governing Body via the Audit Committee.



Risk Assessment and Management Process

1. Risk Identification

Effective risk identification is a core element of InRetail Perú Corp.'s strategy. Collaboration between the Risk Management teams of each business unit and Corporate Audit Management is key to identifying and managing risks.

Each unit identifies risks associated with its strategic plans, strengthening the understanding of key challenges. Through this collaborative approach, we maintain risk matrices that track operational, financial, regulatory compliance, and environmental risks.

2. Evaluation

Risk analysis and evaluation are essential for effective risk management. The Risk Management teams, together with the Management Committee of each unit, oversee this process.

This includes assessing the likelihood of each risk, evaluating its potential impact, and conducting root cause analysis, which supports the design of effective management tools.

3. Mitigation: Response Plan

Business units are responsible for developing and implementing prevention and mitigation plans for all **critical** and **high-level** risks identified. These are formally reported during Audit committee sessions to ensure effective oversight.

4. Follow-up / Monitoring

For each critical and high-level risk with an associated Response Plan, we implement a monitoring process that tracks Key Risk Indicators (KRIs). These serve as early warning signals; if a potential risk materialized, Response Plans are immediately activated.

5. Risk Reporting

We report on the status of action plan implementation and KRIs annually to Senior Management and the Audit committee, ensuring transparency and accountability. Senior Management receives updates through periodic meetings, while the Committee reviews risks on a quarterly basis.

Risk appetite

InRetail Perú Corp. adopts a structured, methodical approach to defining its risk appetite, ensuring proactive risk management. Each risk undergoes a thorough evaluation defined by:

- **Heat Map Analysis:** Identifying and prioritizing the most urgent and relevant risks.
- **Response Strategy:** Aligning assessments with established mitigation frameworks.

This rigorous process provides a clear understanding of our risk tolerance.

Probability of occurrence of risks

Level	Type	Probability: Operational	Probability: Strategic
5	Highly Probable	Routine Activity: Estimated to materialize in 90-100% of cases. Non-Routine Activity: Could occur 2 or more times per month.	< 3 months
4	Very Probable	Routine Activity: Estimated to materialize 60-90% of the time. Non-Routine Activity: Could occur once every two months.	3 to 6 months
3	Probable	Routine Activity: Estimated to materialize 30-60% of the time. Non-Routine Activity: Could occur once every three months.	0.5 to 1 year
2	Unlikely	Routine Activity: Estimated to materialize 5-30% of the time. Non-Routine Activity: Could occur once every six month.	1 to 2 years
1	Remote	Routine Activity: Estimated to materialize less than 5% of the time. Non-Routine Activity: Could occur once a year.	2 years or more

Risk Matrix Classifications:

Classification of risks based on their impacts:

- **Minimum:** Negligible effect on objectives.
- **Low:** Slight effect; no significant threat.
- **Medium:** Potential to affect objectives moderately.
- **High:** Potential to cause considerable damage to objectives.

- **Critical:** Potential for catastrophic consequences if materialized.

Risk Audit

We conduct an annual review of our risk exposure to stay aligned with the evolving risk landscape. To ensure ongoing monitoring, we employ a continuous audit process:

- **Internal Audits:** Performed by the Audit Managers in each business area, under the supervision of the Corporate Audit Manager, in accordance with the Annual improvement Plan.

Risk management system maturity: As our risk management system has been in place for approximately two years, we plan to initiate comprehensive external risk audits once the system reaches a three-year maturity period.

This combination of internal and external audits provides a comprehensive view of our risk landscape, reinforcing the integrity and transparency of our audit and risk management processes.

Risk Culture

Fostering a strong risk culture is fundamental to our preventive approach. We strengthen leadership capabilities through workshops for front-line managers, general managers, and key decision-makers. Training extends to second line and senior management, ensuring that risk awareness is embedded across the organization.

The Audit committee annual plan also included training for Committee and Board members, the assignment of risk owners to ensure accountability, and the implementation of KRIs for high-priority risks.

Identification of Risks in Products and Services

To guarantee safety and quality, particularly in **Food Retail, Pharma, and Distribution**, we conduct systematic risk identification processes to anticipate potential risk and strengthen resilience.

Risk identification in Food Retail

We focus on quality standards for private label brands. Our assessment framework includes a 22-question checklist for new products, covering commercial risks, health risks, production analysis, organoleptic and physicochemical characteristics, allergens, and regulatory compliance.

- **Labelling Compliance:** To mitigate risks associated with INDECOPI’s guidelines on green advertising and labelling, we work closely with suppliers to ensure accurate implementation.
- **Supplier Protocols:** We enforce a strict Safety and Traceability Agreement via a Supplier Declaration Form.

Risk identification in Pharma

We follow a structured process using the Automy platform, which centralizes testing and trials to minimize risks and ensure products meet quality, efficacy, and safety standards before reaching our stores.

Financial Incentives

To ensure a strong and stable risk culture, our senior executives have risk management metrics built into their financial incentives. These incentives are reviewed annually as part of the company's Strategic Planning process, aligning them with both the objectives for the coming year and their 3-year outlook.

In this line, some examples of risk management metrics include:

- Minimizing operational risks: Ensuring effective controls and mitigation strategies to reduce disruptions.
- Risk matrix maintenance: Ensuring that each business unit regularly updates and adheres to its matrix.
- Business continuity: Proactively managing operational, financial, tax and reputational risks to safeguard long term business sustainability.

Emerging Risks

Emerging risk 1:	Climate Change / Supply Chain The fruit and vegetable supply chain is increasingly vulnerable due to the rise in extreme weather events.
Description	In Peru, many fruits and vegetables are grown in regions with specific climates, making the supply chain vulnerable to extreme weather events intensified by El Niño and climate change. This can affect the availability and quality of products. The northern coast faces significant risks due to El Niño, with the highest hazards expected to persist through 2030 and 2050 (MINAM, 2022). We have 850 locations in these risk zones, with 32 classified as "high risk."
Business Impact	· Price variability of products and assortment - scarcity and increased cost of products due to challenges related to harvesting. · Shortages due to reduced production of certain fruits and vegetables. · Increased cost of logistics services as products do not reach their optimal growth and do not have the same fresh duration as before. · Increase in waste due to not transporting products on time. · Blocked routes: hindering the transportation of products along the supply chain due to extreme weather events. · Decrease in demand and consumption patterns of fruits and vegetables, as consumers may be forced to adapt to alternative or imported products, reducing local demand.
Mitigation plan	· Implementation of the disaster prevention plan. · Centralization of priority assortment: 25 categories. · Increase in stock days at stores and distribution centers + replenishment. · Increase in storage capacity in provinces and leasing of warehouses in non-Oslo areas. · Cabotage. Inclusion of criteria for preventing impacts on new infrastructure.
Priority level	Very High

Emerging risk 2	Political instability and social upheaval.
Description	Governance crisis accompanied by an intensification of protests and demonstrations nationwide due to widespread citizen dissatisfaction and the lack of political crisis resolution.

Business Impact	The impacts are twofold: · Political Crisis: In 2025, the country underwent a new change in the presidency, exacerbating political instability and regulatory uncertainty. This context caused a decrease in consumption, difficulty with imports, increased cost of credit, and a lack of supplier liquidity. It also had a significant impact on exchange rates. · Protests: Damage to infrastructure and looting in stores located in conflict areas. Decreased customer traffic and sales due to insecurity in the environment. Disruption of supply chains due to roadblocks. Increased waste due to low sales or damage to merchandise in transit. Atmosphere of uncertainty and tension in the workplace.
Mitigation plan	At InRetail, we are closely monitoring political developments and their impact on the business environment. We have implemented a conservative position in our capital structure, reducing debt levels and reviewing investment projects. In parallel, we are implementing multi-brand distribution centers to enhance logistics efficiency and strengthen operational resilience across our businesses. Additionally, we have established a contingency plan to ensure the protection of employees and the physical security of our stores. This includes defining and implementing a response plan that involves training employees in handling disturbances and ensuring personal and customer safety. We have also forged partnerships with local authorities for support in security and response efforts.
Priority level	Very High

Emerging risk 3	Technological Disruption
Description	The pace of technological advancements, particularly in areas such as artificial intelligence (AI) and biotechnology, can be so rapid that our company may struggle to adapt. This can lead to adverse outcomes due to a lack of preparation and adaptation to technological advancements. Additionally, regulation related to these new developments can also have an impact.
Business Impact	· Reduced Competitiveness: Companies that fail to keep up with technological innovations may lose their competitive edge to rivals who do. · Operational Inefficiency: The inability to adapt to new technologies can result in outdated and less efficient processes, impacting productivity and increasing operational costs. · Regulatory Compliance: Keeping up with regulations related to technological advancements can be challenging,

	potentially leading to penalties and fines for non-compliance. · Customer Experience: The lack of implementation of advanced technologies can negatively affect the customer experience, as personalized and efficient services may not be provided.
Mitigation plan	· Investment in Training: Train staff on new technologies and processes to ensure they are prepared to adapt to rapid changes. · Collaboration with Experts: Work with consultants and technology experts to identify opportunities for innovation and adaptation. · Constant Monitoring: Implement continuous monitoring systems to quickly identify technological trends and adjust strategies accordingly. · Regulatory Compliance: Establish a dedicated team to ensure compliance with technological regulations and stay updated with legal changes. · Continuous Innovation: Foster a culture of innovation within the company to stay ahead of emerging technologies.
Priority level	Medium

Emerging risk 4	Talent Loss Due to Emigration:
Description	According to data from 2024 from the National Institute of Statistics and Informatics (INEI), more than 3.4 million Peruvians reside abroad, a figure that represents not only a migratory trend but also a reflection of the reality facing the country. This exodus, primarily driven by a lack of opportunities and an uncertain economic context, has left its mark on all social strata. This "brain drain" can lead to a shortage of skilled workers and negatively impact the company.

Business Impact	- Reduced Workforce: The departure of skilled workers can lead to a shortage of talent, making it difficult for businesses to fill critical positions. - Increased Labor Costs: With fewer available workers, companies may need to offer higher wages to attract and retain talent, increasing operational costs. - Loss of Innovation: The emigration of highly skilled professionals can result in a loss of innovation and expertise, affecting the company's ability to compete and grow. - Impact on Productivity: A reduced workforce can lead to decreased productivity and efficiency, affecting overall business performance.
Mitigation plan	· Investment in Training and Development: Focus on training and developing existing employees to fill skill gaps and promote internal growth. · Attractive Work Environment: Create a positive and supportive work environment to retain current employees and attract new talent. · Partnerships with Educational Institutions: Collaborate with universities and vocational schools to ensure a steady pipeline of skilled graduates. · Remote Work Opportunities: Offer remote work options to tap into a broader talent pool beyond geographical limitations. · Employee Engagement: Implement programs to engage and motivate employees, reducing the likelihood of them seeking opportunities abroad. - Internal Mobility and Succession Planning: Promote cross-company career opportunities through internal mobility programs and structured succession planning, enabling employees to grow across our businesses, develop new capabilities.
Priority level	Medium

Emerging risk 5	International conflicts
Description	The international political landscape, including the ongoing war in Ukraine and the emergence of new regional presidencies, can significantly impact businesses.
Business Impact	- Supply Chain Disruptions: Political instability and conflicts can disrupt supply chains, leading to delays and increased costs for retailers.

	- Increased Costs: Tariffs, trade restrictions, and currency fluctuations can increase the cost of goods, affecting profit margins. - Consumer Confidence: Political uncertainty can reduce consumer confidence, leading to decreased spending and lower sales. - Regulatory Changes: New regulations or changes in existing ones can require businesses to adapt their operations, potentially increasing costs and complexity.
Mitigation plan	- Diversify Suppliers: Establish relationships with multiple suppliers in different regions to reduce dependency on any single source. - Monitor Political Developments: Stay informed about political changes and potential impacts on the business environment. - Flexible Supply Chain: Develop a flexible supply chain that can adapt to disruptions and changes in demand.
Priority level	Medium

Ethics, Compliance and Integrity

Corruption and Bribery Policy - Governance

(GRI 2-23, GRI 2-24, GRI 205-1, GRI 205-2)

We maintain a zero-tolerance stance towards corruption, bribery, and any unethical behavior. This commitment is formalized in our Anti-Corruption and Anti-Bribery Policy, which is approved by the Board of Directors and applies strictly to all:

- Directors and Executives.
- Employees across all business units.
- Suppliers, contractors, and business partners.

Our governance structure ensures that this policy is more than just a document, but an active tool for prevention. The Audit committee of the Board oversees our compliance program, receiving periodic reports on risks and the effectiveness of our controls.

We explicitly prohibit any form of bribery, including 'facilitation payments,' across 100% of our operations and business units. This prohibition is contractually extended to and mandatory for all third parties, agents, consultants, and intermediaries acting on behalf of the company.

Political and/or Charitable Contributions

(GRI 415-1)

To protect our independence and integrity, InRetail strictly separates business operations from political activities.

- **Political contributions:** We reaffirm our commitment to abstain from making political or charitable contributions—whether direct or indirect—that could be used to facilitate bribery and corruption. This rule applies to the company and extends to any employee acting on our behalf.
- **Charitable and Trade Association Contributions:** We engage with industry associations (guilds) and non-profit organizations to promote sustainable development and best practices in the retail sector. We ensure these contributions are transparent and never used as a disguise for bribery.

Enforcement and Disciplinary actions: Violations of this policy will result in the disciplinary measure of dismissal of the offending employee (zero tolerance). Under Peruvian law, employees cannot be subjected to economic fines; however, in cases of serious infractions, disciplinary measures may include suspension from work without pay.

Corruption and Bribery Training

(GRI 205-1)(GRI 2-23) (GRI 2-24) (GRI 2-25) (GRI 2-26) (GRI 205 3-3)

Education is our first line of defence. We provide mandatory training on our Code of Ethics and Anti-Corruption policies to ensure that all employees understand their responsibilities.

Our training strategy is tailored to different audiences:

1. **General workforce:** All employees complete the training module annually, which covers the Code of Ethics, conflict of interest, and how to use the whistleblower channel. Additionally, it offers specific virtual training on the use of "ConÉtica," ensuring that employees understand the reporting process and feel confident using the platform to uphold ethical standards.
2. **Governance bodies:** The Board of Directors receives regular updates on compliance and risk management.
3. **At-Risk roles:** Employees in sensitive positions (e.g., procurement, government relations) receive specialized training focused on corruption and integrity risks.

2025 Training Results:

- 91% of employees trained on Anti-Corruption.

Unfair competition

(GRI 206-1)

In the Pharma sector, we have implemented strict guidelines and procedures - including the Advertising Policy, Legal Advertising Guideline, and Advertising Considerations - to ensure full compliance with regulations on unfair competition and commercial advertising.

At Pharma Retail, we conduct annual training and reinforcement sessions for our teams based on the previous year’s experiences. Meanwhile, at Pharma Distribution, all promotional materials must undergo rigorous approval from the Medical Management, Regulatory (Pharmacovigilance), and Legal teams before use.

We monitor our management through two key indicators:

1. The number of materials reviewed and approved by the compliance team.

2. The number of official notices or investigations related to advertising materials received from health authorities.

Additionally, the legal department of Pharma conducts periodic unannounced reviews to ensure adherence to these policies. As part of our 2025 improvement plan, we have developed more user-friendly usage guidelines to facilitate the review process for both the legal team and the users involved.

Importantly, throughout 2025, we did not receive any complaints related to unfair competition.

Compliance & Integrity

(GRI 2-9, GRI 2-27)

The Corporate Compliance Officer, Maria Oviedo leads our integrity strategy. This role operates with independence and reports directly to the Legal & Corporate Affairs Management, with functional reporting to the Audit committee. Her primary responsibility is to ensure ethical business conduct and regulatory compliance, safeguarding the organization against risks related to corruption, money laundering, and terrorism financing.

To ensure a robust culture of integrity across our diverse ecosystem (Food Retail, Pharma, Shopping Malls, and Digital), we rely on:

- **Local Compliance Officers:** Dedicated leaders in each business unit.
- **Ethics Committees:** Specialized teams in each unit are responsible for investigating breaches and enforcing the Code of Ethics. These Committees are responsible for strengthening the ethical culture within their respective business units. They receive and evaluate reports of potential breaches of the Code of Ethics, internal policies, or current regulations, and initiate investigations, ensuring due diligence in every case. The Committees validate the information received, refer cases as needed, and make decisions regarding appropriate corrective actions.

For serious cases, the business unit escalates the matter directly to the corporate-level Audit committee, bypassing its respective Ethics Committee. This ensures that critical issues receive immediate attention, and appropriate actions are taken at the highest level of corporate governance.

Ethics Committee

At InRetail Perú Corp, our Ethics Committee plays a crucial role in upholding and continuously improving the organization's standards of conduct, as outlined in our Code of Ethics. This Committee is dedicated to fostering an ethical culture and encouraging the active participation of all employees through preventive measures.

The Ethics Committee is composed of key leaders from different areas:

- Director/Vice President of Human Resources

- Director/Vice President of Legal/Corporate Affairs
- Auditors or Ethics Officers from each business unit
- Compliance Officer

This diverse team ensures that we maintain the highest standards of integrity and ethical behavior throughout the organization.

Members	Function
Both InRetail Perú Corp. and its business units have an Ethics Committee, which does not include directors. In other words, each Ethics Committee is composed of members belonging to the executive line.	The purpose of the Ethics Committee is to ensure compliance with and continuous improvement of the Organization's standards of conduct, as well as to create the conditions for strengthening the ethical culture and promoting the commitment and participation of all employees through prevention.

Code of Ethics

We have a comprehensive Code of Ethics that applies to all employees across the business units within InRetail Perú Corp., as well as to Board members. This Code is reinforced by specific policies at the business unit level, which establish the standards and guidelines that our teams must follow in their roles.

Beyond our internal operations, we expect our suppliers, consultants, contractors, and other business partners to act ethically and comply with the principles set out in our Code of Ethics. This ensures that all our collaborations maintain high standards of integrity and ethical conduct.

Compliance Model Audit

Throughout 2025, each business unit within InRetail Perú Corp. conducted an internal audit of its Compliance Model. This review assessed the implementation of and adherence to our codes of conduct and compliance systems, ensuring that established guidelines were effectively followed.

In addition, monitoring and reporting procedures for violations were reviewed to assess the effectiveness and integrity of the compliance program.

Whistleblower Channel (ConÉtica)
(GRI 2-16)

We foster an open culture where everyone feels empowered to speak up without fear. **ConÉtica (www.conetica.pe)** is our secure, confidential, and anonymous whistleblower channel, available 24/7 to employees, suppliers, and the public.

All reports are handled confidentially, and InRetail maintains a zero-tolerance policy for retaliation. Reports are forwarded to the Ethics Committee of each business unit and InRetail Perú Corp, where they are reviewed and managed confidentially, with outcomes reported to the General Manager.

Additionally, stakeholders may contact any member of the Ethics Committee directly, ensuring a prompt and effective response to ethical or compliance concerns.

ConÉtica also provides multiple reporting channels, including its website (www.conetica.pe), and dedicated email addresses:

- InRetail Corporate Unit: inretail@conetica.pe
- Food Retail: spsa@conetica.pe
- Pharma: farmaciasperuanas@conetica.pe
- Inkafarma: inkafarma@conetica.pe
- Mifarma: mifarma@conetica.pe
- Pharma Distribution: quicorp@conetica.pe
- Real Plaza: realplaza@conetica.pe
- Toll-free hotline: 0-800-7-8323

Our Response Protocol: We take every report seriously. To ensure due process, we follow a standardized investigation protocol:

1. **Receipt:** Reports are received through ConÉtica (web, email, or hotline).
2. **Triage:** An independent team reviews the report to determine its plausibility and categorizes the risk.
3. **Investigation:** The Ethics Committee assigns an investigator, and evidence is gathered confidentially.
4. **Resolution:** Based on findings, the Committee determines appropriate disciplinary measures or corrective actions.
5. **Non-Retaliation:** We strictly prohibit retaliation against anyone who reports a concern in good faith.

Reporting on Breaches (2025):

Category	Reports Received	Confirmed Breaches	Corrective Actions / Sanctions
Corruption or Bribery	5	5	Disciplinary measures can range from a verbal or written warning to suspension without pay or, if justified, dismissal.
Discrimination or Harassment	146	68	Disciplinary measures can range from a verbal or written warning to suspension without pay or, if justified, dismissal.

Conflict of Interest	28	11	Disciplinary measures can range from a verbal or written warning to suspension without pay or, if justified, dismissal.
Money laundering	0	0	-
Other	0	0	**-**
Total	179	84	

The company reports the amount of fines related to corruption and bribery cases (latest FY): S/ 0

Currency: S/ Soles

The company reports the number of convictions related to corruption and bribery (latest FY): S/ 0

Sanctions for Violations of the Code of Ethics

(GRI 205-3) (GRI 418-1) (GRI 2-15)

Following the investigation and verification of a reported violation, the Ethics Committee, General Manager, or relevant authority must carefully evaluate the findings to determine the appropriate response in line with our internal policies and applicable regulations. If termination of the involved employee is deemed necessary, Human Resources Management must act promptly, adhering to internal protocols and current labor legislation.

Non-compliance with our Code of Ethics leads to sanctions proportionate to the severity of the offense, considering the employee's position, recurrence, and specific circumstances. Disciplinary measures can range from a verbal or written warning to an unpaid suspension or, if warranted, dismissal.

Economic Performance

Financial Results - Business Units

(GRI 201-1)

In 2025, Peru's economy continued to recover, with GDP growing by 3.4%, following a 3.5% expansion in 2024. This performance was mainly attributable to higher public and private investment and improved business confidence. Private consumption increased progressively throughout the year, supported by lower inflation and interest rates, improved consumer credit conditions, increased formal employment indicators, and the temporary impact of authorized pension fund withdrawals. Inflation stood at 1.5% in 2025, within the Central Bank's target range.

For 2026, Peru's economy is expected to grow by 3.2%, mainly driven by new projects in mining, agriculture and infrastructure, as well as the continued recovery of domestic demand.

InRetail Perú reported revenues of S/ 22,820 million and an EBITDA of S/ 2,995 million, reflecting a growth rate of 5.2% and a slight decrease rate of 0.3% respectively compared to 2024, respectively.

Our track record in recent years highlights our ability to navigate adversity, supported by:

- A robust and diversified tenant base, emphasizing anchor tenants
- Essential retail tenants driving consistent occupancy rates
- Minimal revenue concentration risk, with each mall averaging 4% of total revenues
- Reliable cash flow generation
- Prudent leverage, with Net Debt/Adjusted EBITDA at 3.6x (2025)

InRetail Perú ended 2025 with more than S/670 million in cash and equivalents, showing a stable liquidity position.

All figures in this report include IFRS 16:

InRetail Perú Corp.	**As of December 31** 2025				
Consolidated Statement of Financial Position (In millions S/.)	**2025**	**2024**	**Var % 2025-2024**	**2023**	**Var% 2024-2023**
Income:					
Food Retail	12,998	12,137	7.1%	11,378	6.7%
Pharma	9,049	8,810	2.7%	8,791	0.2%
Shopping Malls	785	812	-3.4%	763	6.5%
Total income	**22,820**	**21,683**	**5.2%**	**20,863**	**3.9%**
Cost of sales:					
Food Retail	-9,957	-9,286	7.2%	-8,681	7.0%
Pharma	-6,106	-5,936	2.9%	-6,020	-1.4%
Shopping Malls	-267	-271	-1.5%	-264	2.8%

Total cost of sales	**-16,425**	**-15,530**	**5.8%**	**-15,000**	**5.2%**
Gross profit:					
Food Retail	3,041	2,851	6.7%	2,697	5.7%
Pharma	2,943	2,874	2.4%	2,771	3.7%
Shopping Malls	518	541	-4.3%	499	8.5%
Total gross profit	**6,395**	**6,153**	**3.9%**	**5,863**	**6.3%**
Administrative and selling expenses	-4,411	-4,111	7.3%	-3,933	4.5%
Other operating income (expense), net	-12	88	-	120	-26.7%
Operating profit	**1,971**	**2,129**	**-7.4%**	**2,050**	**3.9%**
Interest income (expense), net	-402	-609	-34.0%	-573	6.3%
Income tax expense	-580	-549	5.5%	-541	1.4%
Net income	**990**	**971**	**1.9%**	**936**	**3.8%**

Segment Performance

Food Retail

For 2025, Revenues for our Food Retail segment were S/12,998 million, a 7.1% increase over 2024, with a same store sales growth of 3.4%. Growth was also explained by our store expansion, achieving a net increase of +63 thousand m2 (+9.5%) in sales area, which includes the opening of 300 Mass stores and 2 plazaVea stores. For 2025, Food Retail's Adjusted EBITDA amounted to S/1,161 million, an increase of 0.5% over 2024 Adjusted EBITDA margin was 8.9%, lower than the 9.5% margin in 2024.

Pharma

The Pharma segment generated revenues of S/ 9,049 million, a 2.7% increase compared to 2024. Adjusted EBITDA for the segment reached S/ 1,530 million, representing a 3.9% increase from 2024. The adjusted EBITDA margin improved to 16.9%, compared to 16.7% in the previous year, driven by the improvement in gross margin. The continued fixed costs dilution, despite incremental operational expenses from the opening of new pharmacies.

Shopping Malls

Revenues for the segment were S/ 785 million, marking a 3.4% reduction compared to 2024. Adjusted EBITDA for the segment reached S/ 424 million, reflecting a 15.4% contraction against 2024. The adjusted EBITDA margin reached 72.8% from 82.6% in 2024, mainly due to the impacts of the Trujillo event.

Value Generated and Distributed

(GRI 2-19) (GRI 201-1) (GRI 203-1)

The economic value generated and distributed to our value chain is detailed below (in millions S/):

Category	Description	Amount (in millions S/)
Direct economic value created (EVC)		**22,981**
a) Revenues	Operating income, other non-operating income, financial income	22,981
Economic value distributed (EVD)		**21,990**
b) Operating expenses	Cost of sales, selling expenses, administrative expenses, other non-cost of sales, and other non-cash expenses	17,865
c) Salaries and social benefits for employees	Personnel expenses	1,611
d) Payments to fund providers	Financial expenses, dividend payments	986
e) Payments to government	Taxes, current income tax, taxes related to entities of special purpose	668
f) Investments in the community	Cash contributions, employee volunteer time, donations in kind, other	74
g) Depreciation, amortization, provisions and others	Depreciation and amortization including right-of-use assets, inventory write-downs, provisions for accounts receivable, other	786
Retained economic value (SEE)		**991**

Tax Policy and Taxes Paid in 2025

(GRI 201-4) (GRI 207-1) (GRI 207-2)

InRetail is committed to maintaining responsible and effective tax practices, guided by a Corporate Tax Policy that prioritizes transparency, clarity, order, and consistency. Below is a table outlining the taxes paid by each business unit. All tax payments were made in Peru.

Business unit	Primary activity	Entity	Revenues	Profit Before Taxes	Income tax accrued in the year	Income Tax and Value Added Tax (IGV) Paid
Food Retail	Retail	Supermercados Peruanos and subsidiaries	12,998	503	176	251

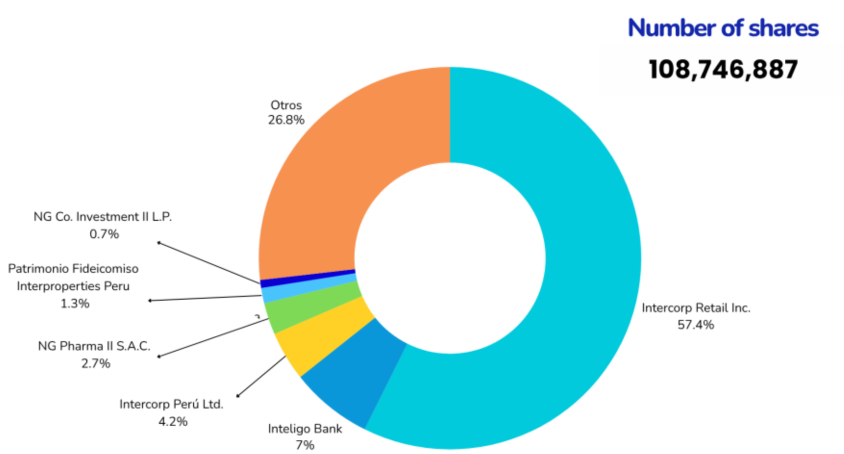
Pharma	Commercialization of pharmaceuticals and other items related to recovery and healthcare	InRetail Pharma	9,049	997	316	317
Shopping Malls	Operation of malls	Real Plaza	785	245	65	26

Value Generated for Investors

In compliance with the request from the Lima Stock Exchange (BVL), we present the shareholding structure of InRetail. It is essential to highlight that no government entities or members of the Peruvian government hold shares in the company.

As of December 31, 2025, 67% of InRetail's issued shares were held by companies within the same economic group, reflecting the strength and stability of our corporate structure.

Major shareholders



Shareholder	Participation
Intercorp Retail Inc.	57.36%
Inteligo Bank	6.96%
Intercorp Perú Ltd.	4.20%
NG Pharma II S.A.C.	2.69%
Patrimonio Fideicomiso Interproperties Peru	1.29%
NG Co. Investment II L.P.	0.67%

Others	26.83%
Total	**100.00%**

Number of shares = 108,746,887

Voting shares

Tenure	Percentage of participation	Number of shareholders
Less than 1%	15.15%	Indefinite number
Between 1% and 5%	22.00%	8
Between 5% and 10%	6.80%	1
Greater than 10%	56.05%	1
Total	**100%**	**Indefinite number**

Shareholder structure by type of investor - Criteria Lima Stock Exchange (BVL)

Shareholding structure by type of investor	N° of shares	N° of holders	% of participation
1.- Members of the board of directors and senior management of society, including relatives	4,070	2	0.00%
2.- Employees of the company, not included in numeral 1	-	-	-
3.- Natural people, not included in paragraphs 1 and 2	1,343,001	2,970	1.23%
4.- Pension funds managed by Pension Fund Administrators under the supervision of the Superintendency of Banking, Insurance, and AFP	18,002,228	11	16.55%
5.- Pension fund administered by the Office for Social Security Normalization (ONP)	-	-	-
6.- Peruvian State entities, except for the case included in the following paragraph numeral 5	-	-	-
7.- Banks, financial institutions, municipal savings banks, development finance institutions, rural savings banks, and savings and credit cooperatives	5,318	1	0.00%

8.- Insurance companies under the supervision of the Superintendency of Banking, Insurance, and AFP	774,979	2	0.71%
9.- Brokerage agents, under SMV supervision	7,134	3	0.01%
10.- Investment funds, mutual funds, and trust estates	418,818	13	0.39%
11.- Autonomous estates and bank trusts abroad, in so far as it can identify them	1,957,001	32	1.80%
12.- Foreign depositories listed as holders of the share under an ADR or ADS program	-	-	-
13.- Foreign depositaries and custodians that appear as holders of shares	7,394,889	1	6.80%
14.- Foreign trustees who are listed as holders of shares	7,087,791	2	6.52%
15.- Entities not included in above numerals 2 and 4	71,751,658	23	65.98%
16.- Shares belonging to the S&P/BVL Peru Select Index or securities representing these shares, in the company's portfolio	-	-	-
Total	**108,746,887**	**3,060**	**100.00%**

Holdings by residence

Holdings by shareholders according to their residence	N° of shares	N° of holders	% of participation
Domiciled	23,045,448	3,001	21.19%
Non-domiciled	85,701,439	59	78.81%
Total	**108,746,887**	**3,060**	**100.00%**

Innovation and Digital Transformation

In 2025, InRetail's digital strategy shifted from rapid expansion to consolidation and stronger governance. The focus was on improving ecosystem profitability and integrating Artificial Intelligence (AI) in a responsible manner, supported by clear ethical standards, risk management and robust cybersecurity practices.

Cybersecurity and Information Security

Corporate Policy and Governance

At InRetail Perú Corp., the cybersecurity strategy is based on a corporate maturity model aligned with ISO 27001 standards, NIST guidelines, and Peruvian regulations, including Law N° 29733 on Personal Data Protection. This framework provides a structured approach to protecting information assets and managing cybersecurity risks across the organization.

Cybersecuity governance is led by the Corporate Vice Presidency of Information Technology, headed by Trinidad Camarasa, and managed by the Head of Cybersecurity, Francisco Castillo. Together, they ensure that technical controls and security initiatives align with business objectives, regulatory requirements, and international best practices.

In 2025, InRetail strengthened its governance by approving the Security Policy for AI Use (PT007), which establishes protocols for managing risks associated with emerging technologies. This policy applies to employees, third parties, suppliers, and partners, ensuring that data protection remains a core principle across operations and business relationships.

To maintain high privacy standards, we enforce a Supplier Security Policy, ensuring that personal data handled by third parties is managed with the same level of rigor.

Cybersecurity practices are regularly assessed through quarterly internal reviews and external audits of general IT controls, supporting continuous improvement of our cybersecurity posture.

Operational Execution

To ensure that cybersecurity controls are implemented at the operational level, each business unit is supported by a Business Information Security Officer (BISO). BISOs are responsible for implementing corporate security policies and deploying security tools tailored to the specific risks and operational needs of each business unit, while aligning with the corporate cybersecurity framework.

Incident Management and Oversight

InRetail Peru Corp. follows Information Security Incident Management Policies that define roles, responsibilities and escalation procedures. Employees are required to report incidents through the help desk or directly to the IT and cybersecurity team, ensuring a timely response and mitigation.

To strengthen defenses against cyber threats, InRetail implemented several initiatives to protect data integrity and confidentiality, including:

- A cybersecurity maturity model to assess risk levels across business units
- Cyber Surveillance services for threat detection
- Specialized training in Ethical Hacking and Cybersecurity
- Deployment of detection and response tools, such as Endpoint Detection and Response (EDR) solutions

Each business unit follows a structured incident management process, ensuring accountability at all levels. Employees act as the first line of defense and are encouraged to report incidents through established channels. Once an incident is reported, the cybersecurity team assesses, investigates, and resolves the issue.

At the Board level, Mrs. Mariela García, an independent member of the Audit Committee, oversees cybersecurity matters. Her experience in risk management and cybersecurity, along with her role as CEO at Ferreycorp Group, contributes to strengthening the governance framework.

The Audit Committee, together with the Corporate Vice President of Information Technology, ensures that security policies, governance frameworks and maturity models are aligned with the company´s strategic objectives and regulatory requirements.

Cybersecurity action plans are periodically reviewed by the Board of Directors, while cybersecurity incidents are monitored by the Audit Committee, ensuring appropriate oversight at both strategic and operational levels.

Continuous Improvement and Compliance

At InRetail Perú Corp., we use Business Continuity Plans (BCPs) to ensure resilience against cyber threats, system disruptions, and other IT-related incidents. These plans include Recovery Time Objectives (RTO), backup protocols, alternative communication systems, and the prioritization of critical processes, particularly in e-commerce, pharmaceutical services, and supply chain operations.

Our BCPs are regularly reviewed, updated and aligned with international standards such as the NIST framework.

Escalation process for employees to report incidents

Our Incident Management Policies define stakeholder responsibilities and escalations procedures. In 2025, we updated our protocols to address risks related to Generative AI, such as data poisoning and prompt injection.

- **Escalation Process:** Employees must report to segurinfo@intercorpretail.pe or the help desk.
- **Response Protocol:** Once reported, the Cybersecurity Team assesses, contains, investigates, and resolves the incident, escalating to the Crisis Committee when necessary. This process ensures timely response, effective mitigation, and digital resilience.

Sanctions

Failure to comply with information security measures may result in disciplinary actions aimed at correcting behavior. Depending on the severity of the infraction, consequences may include suspensions without pay, or, in extreme cases, termination of employment.

Progress

In 2025, we shifted our cybersecurity strategy from a primarily defensive approach to proactive risk management. Building on the OWASP foundations established in previous years, we strengthened our vulnerability management strategy by incorporating Red Team exercises and continuous penetration testing (Pentesting) across our critical infrastructure.

We also implemented a mandatory Cybersecurity Risk Check for all digital and AI initiatives, ensuring that new deployments comply with our Security by Design principles before launching.

Ethical Hacking and Vulnerability Assessment Coverage

Business Unit	Ethical Hacking / Pentesting Cycles (2025)
Food Retail	Minimum 1 time per year / On demand as needed
Pharma	Minimum 1 time per year / On demand as needed
Shopping Malls	Minimum 1 time per year / On demand as needed
Digital & Financial Services	Minimum 1 time per year / On demand as needed
Total Comprehensive Audits	Mimimum 4 times per year / On demand as needed

CyberSOC Implementation

CyberSOC is a 24/7 cyber threat monitoring service. This initiative has significantly strengthened our detection and response capabilities, increasing our cyber alert response rate from 80% to 100%.

We also established new management metrics and continuous improvement roadmaps to further strengthen our incident management frameworks.

Information Security and Cybersecurity Framework:

We developed the "IRSP - InRetail Security Program," to reduce digital risks. This program includes approximately 33 security controls aligned with the Information Security Forum’s (ISF) Standard of Good Practice (SOGP).

It also incorporates leading global standards, including ISO/IEC 27002, the NIST Cybersecurity Framework, and the CSA Cloud Control Matrix, to ensure a resilient and adaptable security architecture. This framework was implemented in 2025.

IT Internal and External Control Framework

To strengthen IT governance and risk management, we established a set of general controls to assess the design, implementation, and effectiveness of critical IT processes. This framework covers IT risks, focusing on operational availability and cyber threat **mitigation**. Developed in collaboration with the Internal Audit team, this initiative improves our overall internal control environment.

While the policy as a whole is not subject to an external audit, Ernst & Young (EY) conducts two annual reviews to assess compliance with General IT Controls (GITCs) related to the systems that support financial reporting. These reviews cover key domains, including User Access Management, Change Management, and IT Planning.

Security Awareness Training

At InRetail Perú Corp., we provide cybersecurity training to all administrative staff through the WeConnect 2.0 platform. In 2025, we updated the curriculum to include a mandatory course on AI Ethics and Law N° 31814, ensuring employees understand their responsibilities related to data privacy and artificial intelligence.

To further strengthen preparedness, we conducted quarterly cybersecurity awareness simulations to evaluate employee responses to potential threats. Results, along with completion of mandatory training, are tracked through our Oracle HR platform and incorporated into employee performance evaluations.

We also enhanced our Comprehensive Response Plan, improving playbooks for common threats such as phishing, ransomware, and data breaches in both cloud and on-premises environments.

Information Security Breaches

| 2024 | 0 |

| 2025 | 1 |

Certification and Cloud Security

We maintain **99%** of our data on servers hosted by leading technology partners (Google, Amazon, and Microsoft), all of which are certified under the **ISO 27001 standard**. Internally, we manage our security posture through a **Corporate Maturity Model** inspired by ISO 27001 and NIST frameworks.

Customer Data Privacy Policy

In addition to our corporate privacy standards, we produce a **Supplier Security Policy** to ensure that any personal data handled by third parties is managed with the same level of rigor and protection. Each business unit maintains data privacy policies tailored to its operations, which are publicly available on our brands' websites.

In 2025, we aligned our privacy framework with the new **Peruvian Artificial Intelligence Law (Law N° 31814)** and its implementing regulations. Our Legal and Cybersecurity teams led a structured adaptation process, updating internal protocols to enhance **transparency in algorithmic decision-making** and to safeguard user rights in the context of automated data processing.

Privacy Policy Links:

- **plazaVea:** Privacy Policy & ARCO Rights
- **Vivanda:** Privacy Policy
- **Makro:** Privacy Policy
- **Inkafarma:** Privacy Policy
- **Mifarma:** Privacy Policy & ARCO Rights
- **Real Plaza:** Personal Data Protection Policy

In 2025, we continued to prioritize the responsible use of customer data. Marketing communications, including promotions and event information, are sent exclusively to registered users who have explicitly provided consent.

To strengthen data protection and maintain user trust in the context of increasing AI adoption, we introduced additional transparency measures. Labeling of content and interactions generated using Artificial Intelligence is currently a work in process, which aims to ensure that customers are informed about the nature of their interaction. We do not use customer information for unauthorized secondary purposes.

In 2025, we recorded no substantiated customer complaints related to customer data privacy.

Artificial Intelligence

Adopting a Strategic and Responsible Vision on AI

In 2025, we adopted a set of guidelines that lead to a responsible use of Artificial Intelligence, approved by the Vice President of Digital Business and the Chief Information Security Officer (CISO), Francisco Castillo:

1. Artificial Intelligence Guidelines: establishes the ethical principles and governance framework for the development and use of AI technologies, as well as the technical safeguards, risk management protocols, and data protection requirements applicable to all AI systems.

These guidelines establish recommended standards for human oversight in high-risk AI applications, transparency in automated decision-making processes, and measures to prevent discriminatory biases and misuse of intellectual property.

AI is applied in areas where it delivers clear value including marketing, pricing, quality assurance and improvements to overall payments processes. Key performance metrics include reducing operational times; escalating the number of automated processes; increasing the number of marketing campaigns; improving the accuracy of pricing data; and enhancing overall internal efficiency. In 2026, the focus of new projects will center around supply chain optimization and customer experience.

Our guidelines operationalize a robust ethical framework designed to safeguard stakeholder trust and mitigate digital risks. By embedding specific controls throughout the AI development lifecycle, we apply the following standards:

- Transparency and responsible marketing: In accordance with Article 5.13, AI-generated content used for marketing purposes is oriented to be identified, enabling users to distinguish between human and automated interactions. This measure helps prevent misleading communications and reinforces trust.
- Bias prevention & fairness: As established in Article. 5.7 & 5.8, algorithms are intended to be subject to ongoing validation and processes. Data and Analytics teams are responsible for auditing models to identify and mitigate discriminatory biases, helping ensure that segmentation and scoring processes remain fair, objective, and representative. This framework is complemented by bias and compliance audits for models that may impact customers, including the use of specialized external partners where appropriate. InRetail is also incorporating responsible AI indicators into its monitoring framework, including the tracking of AI incidents in production related to privacy and algorithmic bias
- Human oversight: Consistent with "Human in the Loop" governance principles, high-risk AI applications should be subject to human oversight. Decisions generated through these systems are reviewed and validated before affecting customers or employees.
- Privacy and data protection: Privacy safeguards are embedded throughout the AI lifecycle. Training data is anonymized, and strict access controls are implemented to prevent unauthorized access to or misuse of personal information, including in generative AI models.
- AI Cybersecurity: InRetail complements its AI Security Policy with a dedicated cybersecurity roadmap designed to reduce exposure to data leakage, intrusion and cyberattacks associated with AI. During 2025, key milestones included the implementation of AI policies, procedures and awareness campaigns; deployment of EDR capabilities to improve visibility over AI use; and detection and behavioural analysis mechanisms. The roadmap continues in 2026 with enhanced data protection and data-loss prevention tools.
- AI Risk Assessment: AI initiatives are subject to ongoing project-level risk assessment covering cybersecurity and potential financial, legal and regulatory impacts.

AI Governance

To align with the Peruvian Artificial Intelligence Law (Law N° 31814), InRetail established an AI governance framework in 2025, which evolved in 2026 to focus on platform-level economies of scale. This framework supports the responsible, ethical, and value-driven use of Artificial Intelligence across the organization, defining clear accountability structures, promoting alignment with business strategy, and ensuring compliance with all applicable legal, ethical, and data protection requirements.

The AI governance structure is overseen by executive leadership and supported by operational teams responsible for implementing AI initiatives. The structure includes:

Board of Directors: Provides strategic review, validates the company's ambition, and assesses results on a semi-annual basis.

Intercorp Retail AI Committee: Oversees AI efforts with monthly meetings, making decisions on initiatives between board sessions.

Cross Platform Champions: Introduced in 2026, this layer consists of eight champions from key functional domains (Marketing, Finance, Operations, Commercial, Supply, Customer Service, HR, and Legal). They are responsible for driving strategic cross-holding initiatives.

Business Unit AI Leads: Six AI Leads, one for each business unit (SPSA, Promart, FAPE, Oechsle, Real Plaza, and SIP), are responsible for executing AI initiatives and ensuring alignment with corporate strategy at the operational level.

The entire governance model is supported by key enabling functions, including Technology, Data, Cybersecurity, and Legal, to ensure robust and secure implementation.

Governance Level	Key Roles & Representatives
AI Committee	General oversight
Executive Leadership	AI Platform Lead
Operational Execution (Cross Platform Champions)	• Legal • Marketing • Commercial • HR • Finance • Supply • Customer Service • Operations & Processes
Operational Execution (Business Unit AI Leads)	• Food Retail Lead • Pharma Lead • Real Plaza Lead
Cross Platform Enablers / Sponsors	• Data • Legal • Tech • Cybersecurity

Objectives & Focus Areas:

The AI governance structure focuses on the following key objectives and areas of action:

Focus Areas	Objectives
Social	• **Talent Management:** Promoting training and upskilling to strengthen internal AI capabilities. • Performance Measurement: Tracking impact and return on investment (ROI) of AI initiatives.
Environmental	• **Use-case Deployment:** Implementing AI use cases tailored to the needs of each business unit.
Governance	• **Strategic alignment:** Ensuring consistency between AI initiatives and the Retail Platform and business Strategy. • **Technology & Data roadmaps:** Defining priorities and standards for AI-related technologies and data management. • **Risk Management and ethics:** Ensuring ethical use of AI data privacy protection and compliance with regulatory requirements. • **Continuous oversight:** Periodic review of initiatives to ensure coordination across Business, Technology, and Data teams.

AI Training and Awareness: In 2025, InRetail implemented a cross-company AI training program for different employee profiles. Initiatives included an AI Summit, hands-on AI workshops, a hackathon, reverse mentoring and an asynchronous course on the ethical use of AI.

The Ethical AI course reached 4,010 employees, representing a 94% participation rate. In 2026, we further strengthened AI capabilities through our Boost IA program, training 1,000 employees in the practical use of generative AI. The program covered key capabilities including prompt literacy, AI agents, image generation, and AI-powered presentations, enabling employees to apply AI tools effectively and responsibly in their day-to-day work.

In 2026, InRetail significantly expanded its AI culture, training, and awareness initiatives to accelerate enterprise-wide adoption, upskilling, and responsible AI usage. For 2026, the organization has established a clear target to reach 6,000 employees across all business units through a comprehensive multi-tier enablement strategy:

- Boost AI: A strategic enablement program developed in partnership with Google Gemini Enterprise to drive productivity and advanced tool adoption across key roles.
- AI Talks & Reverse Mentoring: Knowledge-sharing forums and cross-generational mentoring sessions designed to democratize AI insights, share best practices, and foster leadership engagement.
- IR Academy & AI for Executive Level: Tailored upskilling tracks ranging from broad foundational learning in IR Academy to strategic decision-making and governance programs for C-suite and executive leadership.

- IR Automators with AI: Applied workflow automation programs empowering internal teams to design, build, and optimize business processes using AI.
- AI Literacy & Risk Awareness: Foundational enablement programs comprising asynchronous courses on Cybersecurity and Data Protection, bi-weekly corporate newsletters, and curated industry insights to ensure compliance and ethical AI usage.

For 2026, cross platform champions will be assigned for 8 core strategic departments: Commercial, Finance, Supply, Customer Service, Processes, Marketing, Legal and Human Resources additional to the AI Leads.

AI Initiatives Portfolio 2025

In 2025, InRetail evaluated 39 AI initiatives to assess their feasibility, scalability, and potential business impact. As a result, 10 AI projects were approved and implementd; 9 are in process of construction; 8 are still undergoing evaluation, while 12 were deprioritized, focusing on initiatives that support operational efficiency, digital conversion, and customer experience enhancement.

In 2026, InRetail actively managed a portfolio of 61 AI initiatives, out of which 4 were deprioritized through our governance and value-assessment mechanisms, resulting in 57 active initiatives. To maximize strategic alignment, cross-business synergies, and operational impact, these initiatives are categorized across four key business domains:

Strategic Focus Area	Number of Initiatives	Description / Scope
Back Office	24	Automation and efficiency enhancement in corporate support functions (Finance, HR, Legal, Supply Chain, and Operations).
Core Capabilities	23	Foundational data infrastructure, platform scalability, predictive models, and enterprise-wide AI capabilities.
Front Office	9	Customer-facing solutions, personalized experience, commercial intelligence, and marketing optimization.

Products & Services	1	Direct integration of AI capabilities into customer-delivered products and digital value propositions.
Total Active Initiatives	57	Total portfolio under execution across all business units.

Food Retail

Within the Food Retail division (plazaVea, Vivanda, Makro, and Mass), AI plays a central role in advancing digital transformation and personalization capabilities. The 2025 roadmap included initiatives such as:

- Content Automation, using locally hosted large language models (LLMs) to optimize SEO for product pages and improve search engine visibility.
- AI-based image generation, aimed at reducing photography costs associated with product catalogs.
- E-commerce product recommendation engines designed to increase customer engagement and conversion rates.
- Customer Segmentation tools enabling more precise, data-driven marketing strategies across brands.
- Targeted Coupon Recommendation models supporting personalization within the Vivanda loyalty program.

Featured Case: Operational Control AI (POC) - Facial Recognition

Project	Operational Control AI (POC) - Facial Recognition
Objective	Implement a comprehensive AI-based security solution for plazaVea to enable real-time face detection and recognition to: • Support loss-prevention efforts • Reduce response times to critical events • Optimize long-term security operating costs.
Solution	• Real-time Facial Recognition Platform deployed using an edge-processing architecture to reduce latency. • Live Alerting Engine, generating automatic alerts for store operators. • Centralized Management Dashboard for event monitoring and incident management.

	• Defined Technical Architecture, covering hardware, software, and operational requirements.
KPIs & Goals	• 100% Accuracy in facial recognition (validated in pilot). • Detection time < 4 seconds from entering the visual field. • Reduction in operational response time via real-time alerts.

Featured Case: AI for Fruit & Vegetable Quality Control

Project	AI for Fruit & Vegetable Quality Control
Objective	Automate quality control using AI and computer vision to reduce inspection times, minimize manual errors, and increase sampling coverage in the Distribution Center.
Solution	• **Veria-Cloud System:** Automated inspection using computer vision and AI. • **Defect Classification Platform:** Image storage, monitoring dashboard, and precision indicators. • **Process:** Automated detection of defects in fruit and vegetable reception.
KPIs & Goals	• **Automation:** Automate control for 40% of fruit & vegetable volume. • **Sampling:** Double sample size from 10% to 20%. • **Speed:** Decrease defect control time by 66% (from 120 min to 40 min for 3-4 SKUs). • **Precision:** Improve classification accuracy to 99%.

Food Retail Division

Our Food Retail division (Plaza Vea, Vivanda, Makro, and Mass) leverages AI to enhance commercial conversion, optimize supply chain operations, automate store maintenance, and scale marketing production:

- **B2B Conversational Commerce & Real-Time Quotations (Makro):** Production deployment of automated quotation engines and WhatsApp conversational sales agents (via Agentforce) that deliver instant commercial proposals and personalized customer support.

- **Operational Emergency Dispatch & Legal Compliance:** Automated store maintenance routing that streamlines emergency management without call-center dependencies, paired with automated legal notification agents that categorize incoming notices to avoid regulatory penalties.
- **Comprehensive In-Store Pricing & Shelf Auditing:** Mobile application ecosystems allowing store teams to capture and audit shelf prices against core databases, automating discrepancy detection across supermarket banners.
- **Multi-Agent Marketing Ecosystem (Mara 2.0 & SuperAgente):** Advanced multi-agent architectures transforming predictive customer segments into complete, ready-to-launch omnichannel campaigns (audiences, copywriting, and dynamic creative assets) while tracking real-time performance KPIs.
- **Intelligent Category Management & Discount Format Audits (CATMAN & AUDITx):** Rule-based and predictive models optimizing SKU retention on shelves, integrated with automated digital audit checklists tailored for our discount store network (Mass).

Pharma

In 2025, the Pharma unit leveraged AI to improve operational efficiency and commercial intelligence. The strategy focused on automating complex back-office processes, particularly Agreement Management and Store Invoice processing, helping reduce manual workload and minimize errors.

At the same time, AI tools were implemented to accelerate post-sale claims resolution and improve in-store performance through video analytics to measure customer traffic and conversion rates.

Featured Case: AI for Agreements Management

Project	AI for Agreements Management
Objective	Streamline the support process for the Agreements business, including validation of medical prescriptions received in stores, audit of agreement conditions, and collection.
Solution	• **Phase 1 (Validation):** AI algorithm for document validation. • **Phase 2 (Audit):** AI agent for prescription auditing and generation of data frames. • **Microservices:** Integration with the agreements management system.
KPIs & Goals	• **Process Speed:** Reduced delay from 47 days to 12 days (Phase 1 implementation).

Pharma Division

Our Pharma business unit focuses its AI roadmap on financial integrity, pharmacy network efficiency, competitive intelligence, and regulatory risk mitigation across its nationwide footprint:

- **Automated Financial Integrity & Audit Controls (Ghost Payment & B2B Invoicing):** Scaled AI-driven reconciliation engines in production that automatically cross-check 100% of monthly bank disbursements (~2,900 payments/month) against SAP clearing records, alongside automated validation for B2B credit invoices to eliminate audit gaps and manual overhead.
- **Intelligent Workforce & Shift Scheduling:** Deployment of algorithmic shift planning models for pharmaceutical technicians and call center agents, optimizing staff coverage across thousands of pharmacies according to demand peaks.
- **Real-Time Pricing Intelligence & Competitive Benchmarking:** Implementation of automated competitor monitoring, e-commerce web scraping, and machine learning price-elasticity algorithms to protect margins and drive dynamic pricing strategies.
- **Supply Chain Optimization & Import Forecasting:** Smart warehouse slotting (Punta Negra Distribution Center), automated logistics support bots, and predictive models forecasting import demand based on seasonality and lead times to minimize inventory shrinkage.
- **Regulatory Compliance & Lease Contract Analysis (ITSE & Legal):** AI-powered document understanding of municipal inspection reports (ITSE) and commercial lease agreements to ensure rapid remediation of operational observations and prevent store closure risks.

Shopping Malls

In 2025, Real Plaza integrated Artificial Intelligence (AI) initiatives to support the transformation of its shopping malls into more data-driven and responsive spaces. These initiatives focused on improving visitor experience, strengthening operational efficiency, and supporting environmental performance across its portfolio.

To enhance customer experience, Real Plaza implemented an AI-powered Chatbot and automated NPS analysis, enabling near real-time processing of visitor feedback. Operationally, tenant management processes were streamlined through the automation of guaranteed letters for registration. In parallel, Real Plaza implemented a predictive Energy Consumption Model to optimize resource planning and improve energy efficiency across properties.

Featured Case: Receipt Reading v2.0

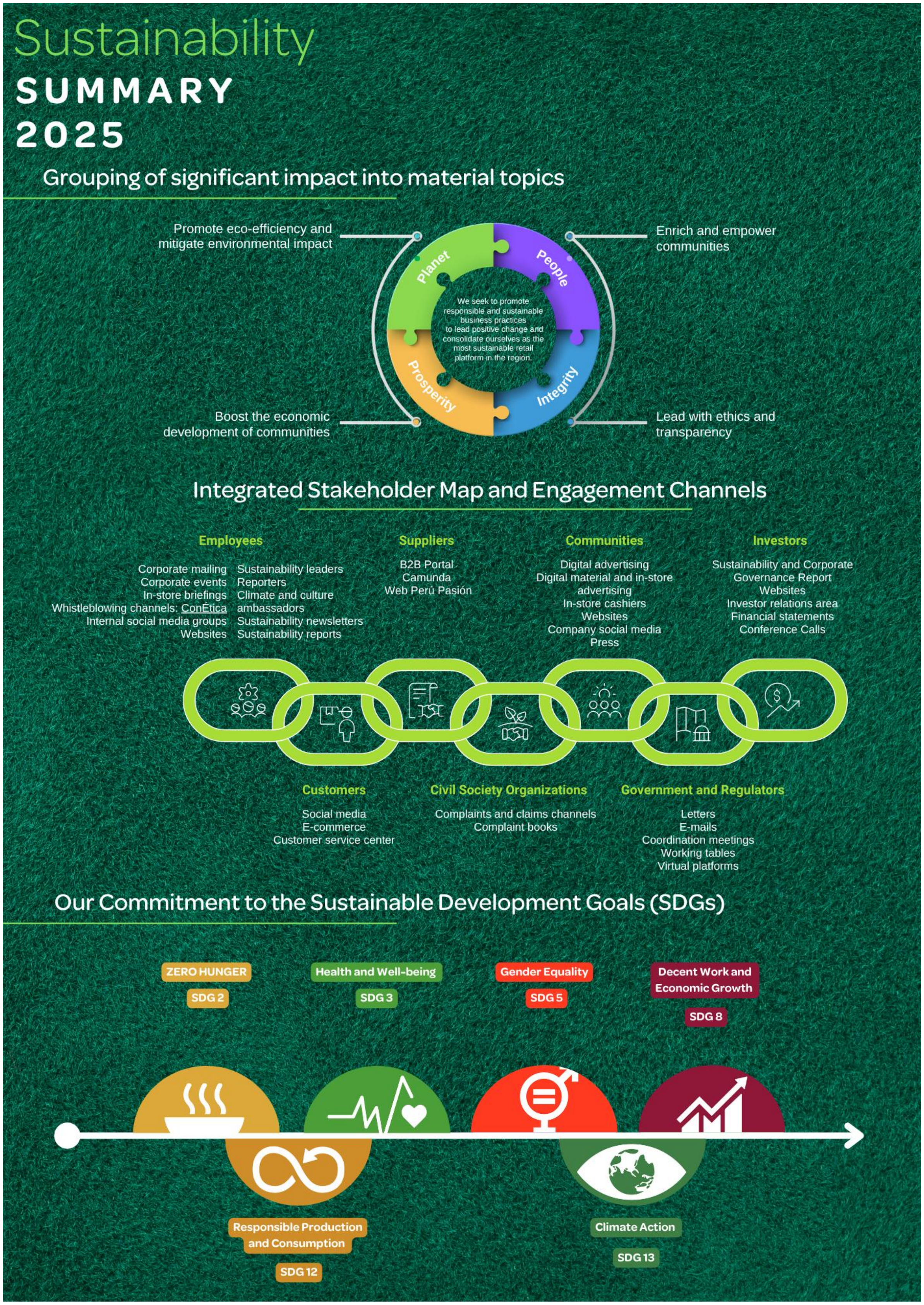
Project	**Receipt Reading v2.0**
Objective	Know the visitor through data to enhance decision-making and connect better via physical and digital channels.
Solution	• Document AI: A processor trained to recognize different receipt formats. • App Integration: Automated end-to-end process executing within the app. • Business Logic: Rules to manage different user cases.

KPIs & Goals	• Volume: 151K receipts uploaded; 29.7K users. • Financials: 1.2MM points accumulated; S/ 1.5MM revenue (excl. IGV) processed. • Performance: 95% AI effectiveness; 66% coverage of tenant receipt formats.

Shopping Malls Division

The Shopping Malls division deploys AI across predictive commercial forecasting, tenant retention management, automated content creation, and personalized visitor experiences:

- **Commercial & Operational Predictive Modeling:** High-accuracy machine learning forecasting models deployed in production to predict tenant sales for budget planning, mall visitor footfall, and tenant-level energy consumption.
- **Tenant Churn Prediction & Retention Analytics:** Advanced machine learning algorithms estimating tenant attrition probabilities to enable proactive commercial renewals and prevent mall occupancy loss.
- **Generative AI Creative Studios & Process Training:** Scaled integration of generative design platforms (e.g., Midjourney, Krea) for calendar visual assets, alongside automated instructional video creation (NotebookLM) for operational communications.
- **24/7 Intelligent Mall Concierge & Visitor Engagement:** Smart conversational assistants guiding visitors through mall directories, tenant services, event schedules, and real-time promotions.
- **Regulatory Monitoring & Corporate Back-Office Automation:** Centralized natural-language search across legal power-of-attorney documents, automated daily tracking of governmental regulatory gazettes (El Peruano), and automated conversational bots resolving vendor invoicing inquiries.


Sustainability
SUMMARY
2025
Grouping of significant impact into material topics
Promote eco-efficiency and mitigate environmental impact
Enrich and empower communities
Planet
People
We seek to promote responsible and sustainable business practices to lead positive change and consolidate ourselves as the most sustainable retail platform in the region.
Prosperity
Integrity
Boost the economic development of communities
Lead with ethics and transparency
Integrated Stakeholder Map and Engagement Channels
Employees
Corporate mailing
Corporate events
In-store briefings
Whistleblowing channels: ConÉtica
Internal social media groups
Websites
Sustainability leaders
Reporters
Climate and culture ambassadors
Sustainability newsletters
Sustainability reports
Suppliers
B2B Portal
Camunda
Web Perú Pasión
Communities
Digital advertising
Digital material and in-store advertising
In-store cashiers
Websites
Company social media
Press
Investors
Sustainability and Corporate Governance Report
Websites
Investor relations area
Financial statements
Conference Calls
Customers
Social media
E-commerce
Customer service center
Civil Society Organizations
Complaints and claims channels
Complaint books
Government and Regulators
Letters
E-mails
Coordination meetings
Working tables
Virtual platforms
Our Commitment to the Sustainable Development Goals (SDGs)
ZERO HUNGER
SDG 2
Health and Well-being
SDG 3
Gender Equality
SDG 5
Decent Work and Economic Growth
SDG 8
Responsible Production and Consumption
SDG 12
Climate Action
SDG 13

Sustainability Strategy

Sustainability Approach

Our Commitment to Sustainability

(GRI 2-22) (GRI 2-23) (GRI 2-24) (GRI 2-25)

At InRetail Perú Corp., sustainability is a strategic pillar that guides decision-making and business operations. This commitment is embedded across both corporate and operational levels to ensure effective ESG management throughout the organization.

ESG Governance Structure:

- **Corporate level:** A dedicated Sustainability Department oversees ESG strategy and promotes alignment with the company's long-term vision and responsible business practices.
- **Board oversight:** ESG matters are overseen by the Sustainability Committee, which provides strategic guidance and reinforces Board-level accountability on sustainability related topics.
- **Operational execution:** To ensure consistency and integration across the organization, Chief Sustainability Officers are appointed within each business unit. These executives are responsible for monitoring and implementing sustainability initiatives across operations.

Corporate Sustainability Framework

Our Corporate Sustainability Policy integrates environmental, social, and governance (ESG) principles into our business model, guiding decision-making to support responsible growth and long-term stakeholder value.

Our strategy is anchored in four strategic pillars:

- Planet: Protecting natural resources, reducing environmental impact, and advancing climate action.
- People: Promoting well-being, inclusion, and development within our organization and communities.
- Integrity: Strengthening transparency, ethical business conduct, and corporate responsibility.
- Prosperity: Creating long-term value through sustainable economic growth and innovation.

Operational Alignment

This framework is implemented through measurable medium-term targets that support the systematic monitoring of progress. While the corporate vision provides the overarching direction, each business translates the sustainability pillars into tailored initiatives and action plans. This approach ensures alignment with group-wide objectives, while allowing flexibility to address the specific operational dynamics and risks and opportunities of each business.

Our Commitment to the Sustainable Development Goals (SDGs)

At InRetail Perú Corp., our sustainability strategy is aligned with the United Nations Sustainable Development Goals (SDGs), contributing to global efforts toward a more sustainable and inclusive future.

While our initiatives contribute to all 17 SDGs, we have identified six goals where we believe our contribution is most significant and most closely connected to the retail sector.

2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	5 GENDER EQUALITY
We support food security through initiatives like Bueno por Dentro, which redistributed over 18 million food rations to vulnerable communities in 2025, while also helping to reduce food waste across our operations. These efforts ensure access to safe food and promote responsible inventory and donation practices.	Through our network of over 2500 pharmacies, we help expand access to health and wellness products, particularly in underserved communities. Programs such as "Plan de Apoyo al Paciente", "Farmacia Vecina", and various health campaigns contribute to promoting well-being for all.	We promote diversity and promote gender equity through inclusive labor policies, equal pay practices, and professional development programs. Initiatives such as "Mujeres que IRradian", "Mujeres Líderes", and SheSTEM help foster a more equitable and inclusive workplace.
8 DECENT WORK AND ECONOMIC GROWTH	12 PRODUCCIÓN Y CONSUMO RESPONSABLES	13 CLIMATE ACTION
We uphold human rights and conduct due diligence processes aimed at preventing negative impacts across our value chain. In addition, initiatives such as "La Placita del Emprendimiento" and "Perú Pasión" support local entrepreneurship and	Through recycling programs, waste reduction initiatives, and responsible packaging practices, we work to minimize our environmental footprint. Programs such as "Recicla Mass", "Recicla Botica", and "Reutilization of Plastic Boxes and Trays"	We integrate energy efficiency, low-emission logistics, and recycling optimization into our operations, to support climate mitigation efforts. The "Recicla Consciente" program is an example of this effort. In 2025, we launched the Carbon Footprint Squads, a

contribute to sustainable economic growth.	promote more sustainable consumption practices.	cross-business initiative designed to identify and accelerate emission reduction projects across the organization.

Our Stakeholders: A Strategic Approach to Engagement
(GRI 2-29)

In 2025, our stakeholder engagement approach focused on active listening and operational response. We prioritized structured engagement with key stakeholder groups to better understand expectations, address operational challenges, and strengthen long-term relationships.

- **Employees:** Our workforce is central to our operations. We promote well-being, professional development, and inclusion to foster a safe, positive, and productive work environment.
- **Customers:** We prioritize customer satisfaction, ethical business practices, and access to responsible products, while adapting to evolving consumer expectations and sustainability trends.
- **Suppliers:** We work closely with suppliers to promote ethical sourcing practices, strengthen supply chain resilience, and advance sustainability commitments across the value chain.
- **Civil Society Organizations:** We engage with NGOs, advocacy groups, and research institutions to address environmental and social challenges through collective action.
- **Communities:** Local communities play a vital role in our sustainability impact. We support local economic development, social inclusion, and environmental stewardship in the areas where we operate.
- **Government and Regulators:** We maintain ongoing engagement with public authorities to ensure regulatory compliance and collaboration and alignment with national climate and sustainability goals.
- **Investors:** As ESG performance becomes increasingly relevant to investors, we maintain transparent reporting and governance to ensure alignment with financial materiality considerations.

Engagement & Impact

Through continuous dialogue with stakeholders, we identify material sustainability topics, align business strategies with stakeholder priorities, and strengthen the management of sustainability-related risks and opportunities. This engagement approach reinforces corporate integrity, drives responsible growth, and ensures that sustainability remains a core business priority.

Strengthening ESG Management

During 2025, we began integrating a corporate platform to centralize and consolidate environmental, social, and governance (ESG) indicators across our business units. This initiative will strengthen the traceability, quality, and timeliness of ESG data, enhance performance monitoring, and improve our ability to respond efficiently to the information requirements of investors, rating agencies, and internationally recognized reporting standards.

Materiality Analysis 2025

(GRI 3-1, 3-2, 3-3)

We maintained our double materiality approach, aligning with GRI Standards impact materiality methodology, the new EFRAG materiality framework, and SASB financial materiality guidelines, ensuring our strategy responds to:

1. Impact Materiality (GRI): Managing our impact on society and the environment (e.g., waste generation, local economic development).

2. Financial Materiality (SASB/IFRS): Addressing risks and opportunities that impact our business value (e.g., climate resilience, supply chain disruption, operational safety).

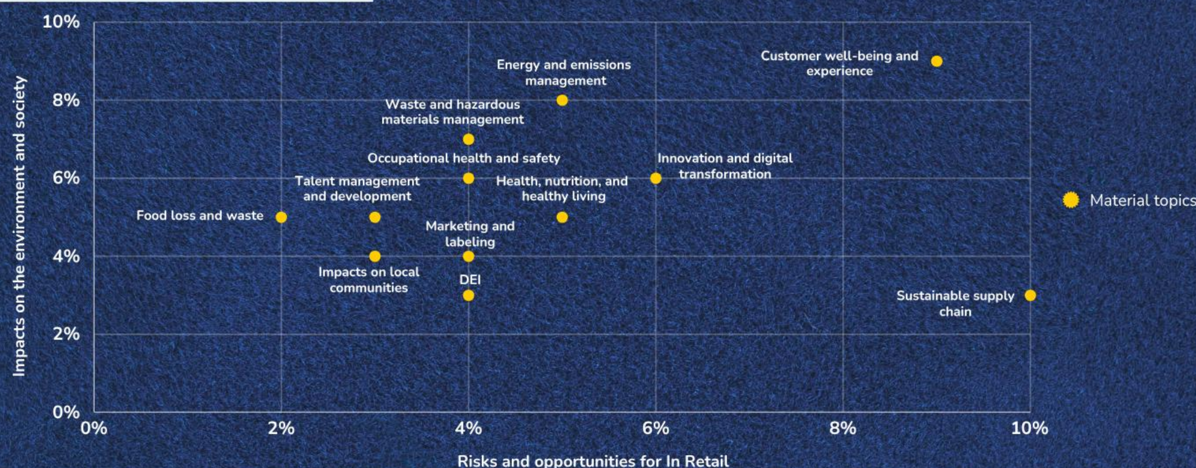
In 2025, we updated our materiality assessment. We plan to review and update this assessment every two years to ensure it remains relevant and aligned to our strategy.

Materiality
PROCESS 2025

Grouping of significant impact into material topics

12 Material issues

Process validation and matrix



Commitments and progress on material issues

Material Topic	2026 Goal	2025 Progress
Customer well-being and experience	**Improve customer satisfaction index to 60% by 2026**	**Customer satisfaction index at 66%.**
Energy and emissions management	60% of supply to free clients should be under renewable energy PPAs.	Active negotiation of renewable energy contracts for all high-consumption clients.
Sustainable Supply Chain	**Ensure 100% of critical suppliers comply with environmental, social, and governance standards.**	**94 out of 185 critical suppliers completed the supplier survey in 2025.**
Health, nutrition, and healthy living	Achieve 80% of annual revenue from healthy products under private labels.	88% of revenue from healthy products under private labels in 2025.
Hazardous waste and material management	**Reduce and recycle 75% of waste generated across all business units.**	**71% of waste generated was recycled in operations.**
Innovation and digital transformation	100% of business units with active AI operational projects	<70% of business units have active AI projects, **100%** have AI pilots or stabilization and scaling processes.
Talent Management and Training	**Train 100% of employees in professional development and continuous education programs.**	**96% of employees trained.**
Occupational health and safety	Reduce the accident rate (IA) by 25%.	We accumulated an LTIFR (Lost Time Injury Frequency Rate) of 1.34.
Marketing and labeling	**Achieve 60% NPS from InRetail clients.**	**65.7% NPS achieved from InRetail clients.**
Food loss and waste	Reach 53% food loss and waste recovery (e.g., donations, compost, animal feed or biogas) by 2026.	54.1% food loss recovery achieved in 2025.
Local community development	**Benefit 100,000 people through shared value projects.**	**Over 95,000 people benefited through "Bueno por Dentro."**
Good corporate governance	Ensure 90% of employees can access the ethics channel, and 100% of received reports are addressed within the established timeframe.	Over 96% of employees at the InRetail level can access the ethics channel

Materiality Process

Our methodology follows a five-step approach:

1. Diagnostic of context	2. Identification of Impacts	3. Evaluation of Impac Significance
We analyzed internal and external factors to assess materiality at the industry and business unit levels, reviewing: • ESG benchmarks from industry peers • Stakeholder mapping and engagement results • Regulatory trends and sustainability standards (GRI, SASB, EFRAG) • Risk matrices and materiality assessments from all business units • Climate-related disclosures, including the TCFD corporate report Additionally, we gathered stakeholder feedback through satisfaction surveys, complaints, and consultation processes, ensuring their priorities are reflected in the assessment.	We identified actual and potential positive and negative impacts across three key dimensions: • Economic and governance impacts, including financial risks and opportunities • Environmental impacts, such as carbon footprint and resource use • Social impacts, with a focus on human rights and workforce conditions To identify the business-related impacts, a consultation was conducted with the key stakeholders of each business through a workshop.	We applied a quantitative assessment model, prioritizing actual negative and positive impacts based on: • Scale (severity of the negative impact or degree of beneficial of the positive impact). • Probability of occurrence of the impacts. For potential impacts, both the probability of occurrence and financial implications were assessed using our corporate risk methodology, integrating material sustainability issues into our enterprise risk matrix. To evaluate the business-related impacts, a consultation was conducted with the key stakeholders of each business through a workshop.

4. Priorization of Impacts	5. Grouping of Significant Impacts into Material Topics

Based on impact evaluations, we applied a threshold model to determine the most significant ESG issues, prioritizing them in line with stakeholder expectations and strategic objectives.	We consolidated our findings into corporate material issues, categorizing them into 12 strategic topics, under double materiality.

Process validation and matrix

The Corporate Audit Management and the Corporate Sustainability Management validated our materiality analysis. It was then approved by the Human Resources and Sustainability Vice Presidency and the Finance Vice Presidency.

Human Rights

Our Commitment to Human Rights
(GRI 2-23, 2-24) (GRI 2-30) (GRI 407-1)

InRetail is committed to respecting and promoting human rights across its operations and value chains. Our approach is anchored in the Ten Principles of the United Nations Global Compact and reinforced through our Ethics Code, which establishes standards of conduct expected from all employees, suppliers, and business partners.

To operationalize this commitment, we have implemented a Human Rights Commitment, across all our business units. This framework is aligned with internationally recognized standards, including the United Nations Universal Declaration of Human Rights and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

Alignment with the United Nations Global Compact

Since joining the United Nations Global Compact in 2023, we have worked to uphold its principles by promoting human rights, fair labor practices, environmental responsibility, and anti-corruption measures across our operations.

We promote safe and healthy environments for employees, customers, and outsourced personnel, while also requiring suppliers to comply with strict occupational health and safety standards.

Our commitment to fair compensation and non-discrimination guarantees equal pay for individuals with comparable work, regardless of gender, sexual orientation, socioeconomic status, or other personal characteristics.

To strengthen oversight, we conduct regular human rights due diligence processes and maintain an Ethics Committee responsible for monitoring compliance with ethical and human rights standards.

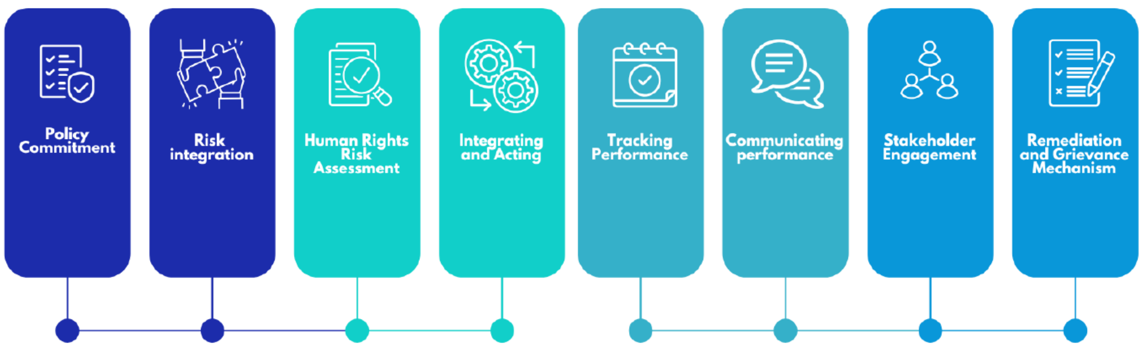
Our labor policies explicitly prohibit forced labor, human trafficking, and child labor, within both our direct operations and supply chain.

In addition, we promote equity and inclusion initiatives aimed at preventing discrimination, harassment, and workplace violence. We also maintain monitoring and risk management processes to identify potential human rights impacts and reinforce transparency and accountability across the organization.

Human Rights Due Diligence

In 2025, we continued implementing our human rights due diligence processes across operations and supply chains, maintaining established standards related to supplier oversight, labor practices, and customer safety. These processes support the identification and mitigation of potential risks while reinforcing responsible business practices across all business units.

Methodology



Risk Assessment & Identification

Our human rights risk assessment considers the 32 human rights identified in the United Nations Guiding Principles on Business and Human Rights (UNGPs), as well as the universal right to a clean, healthy, and sustainable environment, recognized by the United Nations in April 2022.

In 2025 we updated our human rights risk matrices to reflect the evolving operational context of our business units and value chains.

Key improvements during the year included the following:

Supply Chain Integration

We initiated the consolidation of a Unified Supplier Homologation Model, scheduled for full deployment by 2026. This model integrates Human Rights, Environment, and Occupational Health and Safety into a single assessment framework. The approach aims to strengthen supplier oversight while reducing evaluation of fatigue.

Construction & Projects:

Enhanced due diligence was applied to construction suppliers, ensuring strict adherence to labor and safety standards before contracting.

Rights holders:

The evaluation focuses on key stakeholders such as customers, suppliers, employees, and communities/ society. Within the four stakeholders, the following specific groups are considered:

- Own employees
- Women
- Children
- Minorities
- Migrant workers
- Employees of suppliers and contractors
- Employees of indirect suppliers
- Community in general /Citizenship
- Local communities
- Indigenous people

Human Rights Risks Detected

From the 20 human rights initially identified as potential risks, 17 were assessed across four stakeholder groups. These risks were prioritized based on severity and likelihood, resulting in seven high-priority human rights risks:

1. Fair Wages and Working Conditions (Living wage)
2. Freedom of Association and Collective Bargaining
3. Workplace Discrimination and Harassment
4. Customer / Client Discrimination
5. Human Rights risks in the Supply Chain
6. Food Safety, Food Security and Product Quality
7. Community Impacts on cultural expression and livelihoods

Human Rights Assessment

As part of our ongoing commitment to respecting and promoting human rights across our entire value chain, InRetail Perú Corp. regularly conducts human rights assessments to proactively identify potential and actual risks related to our operations, suppliers, and the communities where we operate.

Category	A. % of total assessed in last three years	B. % of total assessed (column A) where risks have been identified	C. % of risk (column B) with mitigation actions taken

Own Operations (including Joint Ventures where the company has management control) Basis for reporting:	100.0	2.0	80.0
Contractors and Tier I Suppliers (as a % of contractors or Tier I Suppliers)	79.6	4.0	64.6
Joint Ventures (including stakes above 10%) (as a % of joint ventures)	N/A	N/A	N/A

Grievance Mechanisms

(GRI 2-25)

We provide accessible grievance mechanisms for employees and external stakeholders to raise concerns related to human rights and operational impacts.

Our Whistleblower Line “ConÉtica” serves as the primary reporting channel, enabling confidential reporting of concerns, including issues related to labor conditions, discrimination, safety, and business conduct.

To strengthen responsiveness, in 2025, we enhanced escalation protocols, particularly for safety-related issues. Reports concerning physical conditions or safety protocols are escalated immediately to the Operations and Safety committees, ensuring timely investigation and corrective action.

Complaints

(GRI 406-1)

Each company has its own official reporting channel for cases of workplace Sexual Harassment. In 2025, we received a total of 146 complaints of discrimination or harassment. Every case was attended to, and 68 were verified.

Our People

Our Team

Our Team in Numbers

(GRI 2-7) (GRI 2-8) (GRI 405-1) (GRI 3-2)

At InRetail, our 45,000+ employees are the backbone of our innovation and long-term growth, driving both our success and Peru's development. We prioritize talent management through continuous training, career development, and a strong commitment to diversity and inclusion—ensuring our teams thrive and remain agile in a changing business landscape.

Our People
SUMMARY 2025

Our team in numbers

Our People
47,356
Total workforce

Workforce Composition
- Women: 30,407
- Men: 16,949
- Lima: 27,109
- Provinces: 20,243
- Contractors: 8,883
- Full-time people (FTE): 40,868

Training and Development
- Trained employees: 48,875
- Average training hours per FTE: 21.88
- Soles invested in training per FTE: 788.12
- Avarage cost in soles of contracting by FTE: S/ 688.96

Employee Satisfaction
- Employee satisfaction: 85%
- Number of new hires: 33,711
- Employees with performance evaluation: 78%

Employee Turnover
- Voluntary rotation: 34.90%
- Total rotation: 46.81%
- Internal mobility: 7.08%

Diversity in our team	
Women in management	47%
Women in STEM	70%
Women on board	17%
LGBTQ+ employees	1,157
People with disabilities	1.7%

Employees by nationality	
Peruvian employees	99.9%
Argentinian employees	0.03%
Chilean employees	0.02%
Colombian employees	0.01%

Employees by age group	
Under 30 years old	52.7%
30–50 years old	42.1%
Over 50 years old	5.2%

Top Initiatives

Japi Woman

Dual Training

STOP Reporting Channel

Corazón de Líder

In 2025, the calculation methodology for the internal mobility indicator was updated. The indicator is calculated as the total number of promotions on the platform (within the same company and between companies) plus cross-company movements (horizontal moves between companies), divided by the headcount for December of the corresponding year.

Diversity in our team

(GRI 405-1, GRI 406-1)

Diversity and Inclusion Governance

InRetail's diversity, equity and inclusion (DEI) approach is guided by a Corporate Diversity and Inclusion Policy applicable across all business units. The policy establishes a zero-tolerance stance toward discrimination and harassment and provides the foundation for fostering an equitable and respectful workplace.

Governance is reinforced through a Corporate Diversity Committee, which meets quarterly to oversee the implementation of DEI initiatives, monitor progress, and ensure alignment with corporate priorities and business objectives.

As part of Intercorp, InRetail also benefits from the support and expertise of a Diversity & Inclusion Officer, further strengthening efforts to promote a diverse, equitable, and inclusive work environment.

Building on this governance framework, InRetail has implemented a Diversity and Inclusion Plan led by the Vice President of Human Resources and Sustainability in collaboration with our Corporate Manager of Sustainability. This plan drives concrete actions to integrate DEI principles into workplace culture, talent management and day-to-day operations.

Embracing a Culture of Diversity

Aligned with its DEI governance framework, InRetail Perú Corp promotes a diverse and inclusive workplace culture as a strategic priority across all business units. Each business unit implements tailored programs to address equity, inclusion, and a culture of respect, ensuring that corporate commitments are reflected in day-to-day practices.

Diversity programs by Business Unit

Food Retail

The "Raymi" Program

"Raymi" initiative promotes safe and inclusive workplaces, specifically targeting opportunity gaps for women, people with disabilities, and the LGBTQ+ community.

The program is structured around seven pillars, including inclusive recruitment practices, pay equity, continuous training, strategic external partnerships, work-life balance initiatives, and a zero-tolerance approach to harassment and discrimination.

Key results in 2025:

- Over 9,000 employees participated in our Diversity Census.
- More than 1,000 employees were engaged through in-person awareness activities aligned with DEI communication campaigns across stores nationwide.
- Achieved 100% completion of Sexual Harassment Prevention training among employees and leaders.
- Trained 16 suppliers on DEI topics through our Supplier Symposium.
- Strengthened supplier capabilities by training 65 suppliers on sustainability through our Responsible Supply Chain Program.
- Added 2 employees through our inclusive hiring program, Experiencia de Oro, bringing the total number of hires to 149.

Pharma

Tantay & Cultural Identity

In Pharma, the DEI approach combines internal cultural transformation with public advocacy initiatives. The "Tantay" (Together) program promotes collaboration and contributes to the development of safe and fair workspaces, while the Equality Stripe serves as a visible symbol of the company´s commitment to equality at a national level.

These efforts are complemented by a Cultural Diversity Toolkit, which includes policies and training programs designed to foster respect for regional identities and local traditions across our nationwide operations.

Shopping Malls

The JAPI Culture

At Real Plaza, DEI principals are integrated into the company´s cultural transformation through the "JAPI Mindset" (Joyful, Agile, Pioneering).

Key initiatives include:

- Structural Equity initiatives – which have redesigned the employee journey through inclusive onboarding processes, living wage alignment, and transparent compensation bands aimed at supporting gender pay equity.

Gender Diversity

(GRI 405-1)

InRetail is committed to advancing gender parity and increasing female representation across all levels of the organization. In 2025, the company´s gender diversity strategy focused on strengthening female representation in leadership positions through targeted mentorship, leadership development, and succession planning initiatives, guided by our Corporate Diversity and Inclusion Policy.

Corporate Leadership Acceleration Programs:

“Despega” is InRetail´s flagship high-potential leadership acceleration program. In 2025, women represented 48% of participants, preparing them for top management roles and reflecting the company’s commitment to strengthening the female leadership pipeline across the organization.

During the year, we developed 8 leadership programs under this initiative. While the program provides comprehensive leadership development opportunities for all participants, the 2025 edition included a dedicated focus on women's empowerment, aiming to strengthen the female leadership pipeline across the organization.

The program seeks to proactively identify and address competency gaps among current and future leaders through the 70:20:10 model:

- 70% on-the-job learning
- 20% through others/mentoring
- 10% structured training

This approach supports actionable and personalized development plans, including access to high-visibility projects and mentorship opportunities designed to accelerate leadership growth.

Women in Management

The following indicators reflect women’s representation across key organizational levels, as of ***Data as of December 31, 2025***

Indicator	% Women
Women in Top Management (C-Suite - 1)	***47%***
Women in Junior/Middle Management	***46%***
Women in Revenue-Generating Roles	***43%***
Women in STEM Positions	***70%***

Through intentional succession planning, we increased female representation in Senior and Mid-Level Management (N2 & N3) to **47%**, a significant leap from 41% in 2024. This growth was fuelled by "Mujeres que IRradian," our flagship leadership accelerator. In 2025, the program empowered over 50 female leaders from IR Management and InDigital XP through three immersive in-person sessions. For 2026, we have established a goal to reach 48% women in Senior and Mid-Level Management (N2 & N3), while a goal to maintain 70% of women in STEM positions.

Women in STEM

(GRI 405-1)

Recognizing the persistent gender gap in technical fields globally, InRetail promotes the participation and advancement of women in Science, Technology, Engineering, and Mathematics (STEM) roles through targeted recruitment, training and leadership initiatives.

Key initiatives include:

- **"Mujeres en Red" (Women in Network):** InRetail continued its strategic alliance to attract and recruit female technical talent for cybersecurity and software development teams, supporting greater gender diversity in critical digital and techmology functions.

- **Internal Upskilling:** Through the Data Academy," InRetail supported the upskilling of 100 female employees from operational roles into junior data analyst positions in 2025, creating internal mobility pathways into high-demand technical careers.

- In 2025, InRetail launched **"SheSTEM,"** a specialized training initiative designed to support the development of women in STEM-related roles. The inaugural cohort included 21 **mid-level female leaders** who participated in four intensive training sessions. The program achieved an exceptional **NPS of 98**, reflecting the program's relevance and quality.

Indicator	2025	
	Men	Women
Management in STEM areas	63%	37%
Total positions in STEM areas	30%	70%

In 2025, we surpassed the goal set in our previous report of achieving 40% female representation in STEM positions by 2025. We also strengthened the methodology for identifying these positions, adjusting classification criteria to improve the accuracy, consistency, and traceability of the data. Under the updated methodology, female representation in STEM positions reached 70% in 2025.

In addition to gender-focused initiatives, InRetail promotes inclusive workplaces for other historically underrepresented groups, including the LGBTQ+ community and people with disabilities, through targeted policies, benefits, and business-unit initiatives.

Gender Initiatives by Business Unit

(GRI 405-1)

In addition to the corporate DEI strategy, each business unit implements targeted initiatives designed to address operational challenges and promote women´s inclusion and professional development within their respective contexts:

Business Unit	Key Initiatives	Focus & Impact 2025
Food Retail	**Leadership, Work-Life Balance and Safety**	**Women Leaders for Change:** Mentorship program aimed at strengthening leadership and management capabilities among female store leaders.

		Work-Life Balance: "Maternidad de a Dos" encourages shared caregiving responsibilities, offering 7 additional days of paternity leave beyond legal requirements and a gradual return-to-work for mothers. The Inclusive Adoption Policy grants 90 days of leave, significantly exceeding the local regulatory requirements. Domestic Violence Awareness: Training for store personnel to identify signs of domestic violence, supported by a comprehensive Guide for Handling Cases designed to support victims. **Bias Training:** Collaboration with Genderlab to provide training on unconscious bias mitigation for sustainability and leadership teams. **Leave for the loss of a baby during pregnancy:** If the baby dies during pregnancy or shortly after birth, the employee retains her right to maternity leave. The law protects her physical and psychological recovery, guaranteeing 98 days of leave (prenatal and postnatal) despite the loss.
Pharma	**DEI Plan & Gap Reduction**	**Closing the Gap:** Strategy designed to address structural challenges within the sector, including informality and wage disparities for female pharmacists. The initiative includes actions aimed at reducing compensation bias and advancing equitable pay. Visibility: Campaigns designed to elevate the visibility of women in leadership and decision-making roles. “Regala Igualdad”: main component of the DEI strategy which focuses on reducing the gender gap in opportunities and professional growth DEI Workshops: for Human Resources, Sustainability and Acquisitions departments, which aims to develop an equity mindset Equity Diagnosis: Every year Pharma goes through the ‘Ranking PAR’ diagnosis, which evaluates the DEI strategy and execution.

Shopping Malls	**Empowering Female Leadership**	**Pay Equity and Transparent Compensation:** Implementation of gender pay gap policies and standardized salary bands to guarantee fair and equitable remuneration across all levels of the organization. **Safety and Equality in Public Spaces:** Anti-harassment protocols and security measures designed to eliminate hostile environments and ensure the absolute safety of vulnerable groups, including single women, families, and non-binary individuals visiting our malls. **JAPI Culture and Bias Mitigation:** Integration of inclusion principals into onboarding, supported by JAPI Ambassadors and training programs focused on unconscious bias workplace discrimination prevention. **Inclusive Recruitment and Succession:** Systematic improvements in recruitment and succession planning processes aimed at increasing representation in leadership and decision-making roles.

Inclusion & Economic Development

At InRetail, we believe inclusion begins with reducing barriers that limit access to formal employment opportunities for vulnerable populations. Our approach focuses on leveraging our operational footprint to support social mobility and local economic development. By rethinking traditional hiring requirements and investing in employee education and development, we seek to expand access to employment opportunities while strengthening workforce stability in the communities where we operate.

Mass Formats: A Gateway to Opportunity

In 2025, our hard discount format, Mass, solidified its role as the primary entry point to formal employment for thousands of young Peruvians, particularly those aged 18 to 22. This was achieved through a high-impact inclusion strategy:

- **Inclusive Sourcing & Education:** We redefined our hiring criteria by removing the high school diploma requirements for operational roles. Through a strategic partnership with EsHoy, we provide our employees with access to adult education programs, allowing them to complete their schooling while maintaining formal employment.
- **Education as a Retention Driver:** In September 2025, we launched an alliance with top-tier universities fully covering 100% of the enrollment fees and offering a 50% tuition discount for our employees. This commitment to lifelong learning has transformed our workforce stability: in participating groups, historic turnover rates, which previously reached 110%, have plummeted to single-digit figures, demonstrating that investing in education is our most effective loyalty builder.

Expanding Opportunities Nationwide

The rapid expansion of our Mass format—reaching 1,550 locations with 300 new store openings in 2025—has generated 2,000 incremental jobs.

Regional Impact

With 60% of stores located outside of Lima, we prioritize local hiring practices. Employing individuals who live near our store locations helps reduce commuting times, improve the quality of life for our team, and inject formal economic activity directly into decentralized communities across Peru.

Outlook: Investing in the Leaders of 2026

Building on current initiatives, InRetail plans to launch a Corporate Scholarship Program in 2026 for employees with more than three months of tenure. The initiative is intended to further support our employee development and strengthen our value proposition as an inclusive employer.

For the fifth consecutive year, we hosted the Diversity & Inclusion Symposium for value chain partners. Held in person in 2025, the event engaged representatives from 40 supplier companies and achieved a satisfaction rate (NPS) of 95/100, reinforcing our shared commitment to equitable workspaces.

Prevention of Harassment and Safe Environment

(GRI 406-1)

In 2025, InRetail Perú Corp. continued to strengthen its commitment to fostering safe and respectful workplaces by advancing the implementation of its zero-tolerance approach to violence, discrimination, and harassment. Our strategy focused on strengthening preventive measures, enhancing response mechanisms, and mitigating operational risks, including those involving third-party interactions.

2025 Key Milestones

- **Third-Party Risk Management:** The updated Protocol for the Prevention of Sexual Harassment was fully implemented across operations, explicitly addressing harassment risks involving customers and other third parties. This enhancement ensures our store associates have clear guidelines and support mechanisms when facing external threats.
- **Training & Capacity Building:** A comprehensive training roadmap was executed, reaching 94% of the workforce. Governance mechanisms were further strengthened through specialized coaching sessions and the rollout of a new Management Guide for Committee and Sustainability Leaders, aimed at supporting timely, effective, and victim-centered case management.
- **External Validation (ELSA):** InRetail's harassment prevention and management system was externally validated through the ELSA Study (Workplace Free of Harassment), achieving an overall score of 75.6. The company maintained strong results in Organizational Climate (81.4) and Tolerance (74.3). The reported harassment rate remains at 11.0%, lower than the regional average of 18%.

Discrimination Prevention: Business Units

In parallel InRetail Perú Corp strengthened actions aimed at preventing discrimination and promoting inclusive workplaces across all business units.

Key Milestones 2025:
(GRI 406-1)

- **No Reported Cases:** No cases of discrimination were formally reported during 2025.
- **Blind CV Implementation:** Blind CV screening was institutionalized as a standard recruitment practice to support objective candidate evaluation based on qualifications and experience, eliminating the risk of unconscious biases.
- **Unconscious Bias Training:** Mandatory unconscious bias training was expanded to include modules on generative AI ethics and intergenerational leadership, achieving a completion rate of 86% among middle and senior management.
- **Awareness Campaigns:** During the year, we implemented five awareness campaigns addressing topics such as sexual harassment prevention, diversity & inclusion, energy efficiency, and recycling culture.
- **Operational Standardization:** We launched the "Sustainable Events Toolkit," a framework designed to align corporate events with our ESG goals. The toolkit includes guidelines related to sustainable procurement practices (merchandising); Circular waste management (recyclable materials), and carbon footprint measurement and offsetting.

Prevention of Harassment: Business Unit Initiatives

In addition to group-wide policies and controls, InRetail Perú Corp. implements business-unit specific initiatives designed to address operational risks and promote safe, respectful, and inclusive environments.

Food Retail

Domestic Violence Awareness: Food Retail implemented specialized training programs for store personnel to identify signs of domestic violence and respond appropriately. These efforts are institutionalized through a comprehensive *Protocol for Handling Gender-Based Violence*, which provides clear escalation paths and ensures victim-centered support.

Safe Commute Initiative: Recognizing the risks faced by employees during late-shift departures, Food Retail has established "Safe Route" agreements with certified transportation providers and implemented "Buddy System" protocols to ensure no employee—particularly women—leaves the premises alone during night hours.

Workplace Harassment "First Responders": We have trained a network of peer-level "Trust Ambassadors" in our stores to serve as the first point of contact for employees seeking guidance or support related to harassment concerns.

Pharma

Holistic Safety and Inclusion

Pharma strengthened its framework for the prevention and management of workplace sexual harassment (SHW) by integrating these efforts into broader inclusion initiatives related to cultural diversity and disability inclusion. By cross-referencing harassment prevention with disability inclusion, we ensure that our most vulnerable talent groups are protected by specific, accessible reporting mechanisms.

Shopping Malls

Safe & Inclusive Spaces

At Real Plaza, harassment prevention focuses on creating an ecosystem of safety for both employees and visitors:

Eradicating Hostile Environments: A strategic initiative focused on eliminating micro-aggressions and discriminatory behaviors that hinder women's professional advancement and leadership participation.

Public Space Safety (Purple Zones): Extension of safety protocols to protect visitors. We have implemented "Safe Zones" and trained security personnel to assist vulnerable groups—including single women, families, and non-binary individuals—ensuring a shopping experience free from gender-based violence and harassment.

LGBTQ+ Inclusion

(GRI 405-1, GRI 406-1)

In a context where 70% of Peruvians acknowledge the existence of discrimination against the LGBTQ+ community (Ipsos, 2024), InRetail actively works to foster safe, respectful and inclusive workspaces for the more than 1.7 million people who identify as LGBTQ+ in Peru.

As members of Present and Proud Connection, InRetail offers benefits that go beyond legal requirements, including:

- **Identity recognition:** Employees may use their social name across all company identification systems.
- **Health coverage:** Private health insurance provides equal medical benefits for same-sex couples.
- **Family Rights:** Paid leave is granted for marriage, civil unions, symbolic unions, and adoption, ensuring equitable treatment for all families.

Business Unit	Key Actions & Results 2025
Food Retail	• **Inclusive Policies & Networks:** Established clear anti-discrimination policies and launched an Employee Resource Group (ERG) to provide a safe space for advocacy. • **Climate Survey Results:** In 2025, we assessed 9,408 (40% participation). Key findings include: 87% agrees the company enforces an inclusive and safe workplace, and 88% feel they can be themselves at work. However, with only 11% self-identifying as LGBTQ+, we recognize the need to further strengthen visibility. • **Recruitment:** Active participation in Transgender Job Fairs to drive diverse hiring.

Shopping Malls	• **"Happy Pride" Year-Round:** A continuous strategy, not limited to Pride Month, featuring integration activities with the NGO Intersectional.

Disability Inclusion

(GRI 405-1)

InRetail´s approach to disability inclusion moves beyond legal compliance (quota fulfilment) to focus on sustainable employability, accessibility and long-term inclusion. In 2025, the company strengthened our alliances with CONADIS (National Council for the Integration of Persons with Disabilities) and specialized NGOs to remove barriers in our recruitment processes and promote inclusive employment pathways across business units.

We expanded our inclusive workforce to 204 employees with disabilities (up from 184 in 2024). To drive this growth, we deployed "IncluIR PCD," a targeted employability program that connected 86 candidates with inclusive recruitment processes, successfully filling 21 specific vacancies.

Business Unit	Key initiatives & results 2025
Food Retail	**My Talent is Unique** This program promotes the inclusion of people with disabilities by providing opportunities to develop their potential in the workplace. In 2025, Food Retail reactivated its dedicated job board for people with disabilities, strengthening access to employment opportunities across operations.
Pharma	**Inclúyeme Program** This program focuses on expanding employment opportunities for people with disabilities. In 2025, Pharma organized its third job fair, "Inclúyeme 2025," in collaboration with the Ministry of Women and Vulnerable Populations (MIMP), CONADIS, the Metropolitan Municipality of Lima, and AddmeWork, reinforcing cross-sector collaboration to promote inclusive hiring.
Shopping Malls	**Inclusive Talent Program** This program promotes the hiring of people with disabilities and ensures equitable and enriching work experience within shopping mall operations. This initiative forms part of the company´s broader commitment to diversity, accessibility and inclusive workspaces.

Empowering Senior Talent in Food Retail

(GRI 405-1)

The Golden Experience Program

In 2025, InRetail successfully implemented the "Golden Experience" program designed to strengthen the recruitment and inclusion of employees over 60 years old. The program seeks to leverage the expertise, stability, and mentorship capabilities of senior professionals, fostering intergenerational collaboration and balanced team dynamics.

In 2025, the program engaged 60 active participants, contributing to operational stability and customer service excellence.

Celebrating Cultural Diversity

(GRI 405-1)

In a country as diverse as Peru, where 69.7% of our workforce identifies as Mestizo, defined by the National Institute of Statistics and Informatics (INEI) as individuals whose ancestry and customs reflect a mixed cultural heritage, InRetail views cultural diversity as a strategic strength. In 2025, the company consolidated its approach through the "Cultural Diversity Toolkit: The Peru that Unites Us," a resource designed to foster pride in our heritage and provide practical tools for intercultural collaboration.

Inclusive Recruitment & Monitoring

To support fair cultural representation, we integrated a voluntary self-identification mechanism into our recruitment process. This allows candidates to indicate whether they belong to a minority group, allowing the company to track hiring rates and representation without influencing selection of outcomes.

Pharma

Tantay Program

Derived from the Quechua word meaning "together", this program fosters collaboration to build safe and fair workspaces. During 2025, we implemented "Intercultural Exchange Days" in our distribution centers and main stores, where employees share traditions and local knowledge.

Inkaraymis Integrations

This program aims to create spaces for celebration and camaraderie for our pharmacy team. This campaign reached 21 provinces across Peru, with 42 events held from June to August. A total of 56 administrative leaders participated in this experience, traveling throughout the country.

Pay Equity

(GRI 405-2) (GRI 2-19) (GRI 2-20) (GRI 2-21)

InRetail manages compensation under the strict principle of "Equal Pay for Equal Work." As of 2025, the company's gender pay equity ratio stands at 0.89, exceeding the national average and reflecting meaningful progress, while recognizing there is still work to be done. Compensation decisions are supported by the HayGroup methodology, which enables objective job evaluations and the establishment of fair and transparent pay bands based on responsibility—regardless of gender, social background or marital status.

Gender is never a factor in remuneration decisions, which are governed by a rigorous, data-driven approach:

- **Internal Audit & Methodology:** As part of our annual audit process, we review salary increases and compensation for new positions to ensure alignment with established guidelines and our job evaluation methodology, promoting internal pay equity. We also participate in compensation benchmarking studies conducted by Korn Ferry to assess market competitiveness and support our talent attraction and retention strategy.
- **Results:** Our analysis confirms that our unexplained gender pay gap remains significantly below the market average (adjusted gap).
- **Transparency:** We provide total transparency on compensation bands during recruitment and performance reviews, ensuring candidates and employees understand their positioning within the salary structure.

Compensation ratio by employment level

Level	Compensation Ratio
Average	0.89
Scope	100%

In addition to fair wages and equal pay for men and women, we also actively manage working hours to prevent excessive workloads, ensuring employees receive proper compensation for overtime. We also encourage employees to take their vacation leave and monitor their leave balances to ensure they end the year with no more than 10 unused days.

The current work schedule at InRetail consists of 48 flexible hours per week for employees under direct supervision.

Routine engagement with worker representatives allows us to continuously assess labor conditions and drive meaningful improvements.

We provide workforce training and requalification programs to mitigate the effects of industrial and climate-related shifts, ensuring employees have the skills and resources necessary for long-term career sustainability. In 2024, we strengthened our approach by integrating climate resilience into our workforce development strategy.

Employee Experience

Employee Benefits

(GRI 401-2) (GRI 401-3)

At InRetail Perú Corp, we recognize that a positive employee experience is essential for fostering a motivated, engaged, and high-performing workforce. Through dedicated wellness management teams, we provide a broad set of benefits designed to support employees' physical, emotional, and financial wellbeing, while also extending support to their families. Benefits are designed to address the diverse realities of both administrative and operational roles across our business units.

Key benefits offered to Employees:

Financial support	• Employee Discounts across all InRetail Perú Corp companies, including education, health products and services, restaurants, entertainment and supermarkets. • Loans under favourable conditions, including preferential rates through the CTS account.
Health and well-being	• Free Psychological Care, providing confidential emotional support from professional psychologists. • General medical and nutritional consultations offered free of charge to all employees. • Health insurance coverage for employees and their partners, enabling access to private medical care nationwide.
Sports:	• Inter-Company Championships, including football and volleyball tournaments promoting physical well-being teamwork, and community spirit.
Work-life balance and flexibility	• Summer Hours implemented during the first months of the year. • Hybrid work arrangements for administrative personnel. • Part-Time work options for supermarket employees. • Flexible working schedules, offering three workday alternatives for administrative employees. • Unpaid leave of up to 30 calendar days, applicable for health issues, bereavement, studies or accidents. • Time Off allowances, including 30 hours for administrative personnel. • Personal leave, providing six days per year for operational personnel to address personal activities, including family matters and other responsibilities. • Family care leave, granting up to 7 days of paid leave to support employees caring for family members with terminal or serious illness.
Support for Parents	• Phased return-to-work, enabling part-time schedules for one or two months following paternity and maternity leave.

	• Paid maternity leave of 98 days, in accordance with legal requirements and additional to annual vacation days. • Extended paternity leave, exceeding legal requirements, with additional days granted by business units: 7 in Food Retail, 6 in Pharma, and 5 in Shopping Malls. • Adoption policies granting additional 90 leave days beyond those mandated by law (30 days). • “Maternity Program for Two”, promoting shared household and child-rearing responsibilities through expert talks and virtual interviews from specialists. • Leave for pregnancy loss, providing time off to support employees during the loss of a child during pregnancy.
Family benefits	• Family Allowance of S/ 102.5 per month for employees with children under 18, or those pursuing higher education up to 24 years old. • Productive vacations, offering learning and development opportunities for employees' children aged 2-12 through recreational activities. • School loans, provided in February to support expenses related to school supplies. • Academic Excellence Award, recognizing employees' children through the delivery of notebooks for top school performance.

Benefit eligibility varies depending on employment modality. More extensive offerings—such as comprehensive insurance coverage, flexible work arrangements (including hybrid and flexitime options), and targeted parental support initiatives— are primarily available to full-time employees and do not extend to part-time or temporary roles.

Living Wage Benefits

At InRetail, we understand that a living wage extends beyond monthly compensation and includes access to essential services that contribute to employee´s health, education, and financial wellbeing. In 2025, insights from our Living Wage Census were used to identify key needs and design targeted benefits aimed at supporting employees' disposable income by subsidizing essential services.

1. Health Access: "Fe Salud" Program

Identified Need

Census results showed that 50% of employees have family members without health insurance, and half of these employees reported monthly on out-of-pocket health expenses ranging between S/ 50 and S/ 200.

Response

To help address this need, we launched "Fe Salud," an affordable private health insurance plan designed to protect employees and their families. With plans starting as low as S/ 22 per month, the program includes emergency coverage, unlimited consultations, and hospitalization services.

2025 Results

A total of 373 employees enrolled in the program across our retail platform, including 279 from Food Retail and 42 from Pharma & Distribution, ensuring coverage for vulnerable family members who were previously uninsured.

2. Education Support: Closing the Gap

Identified Need

According to the census, 53% of our workforce had not completed higher education, potentially limiting long-term professional mobility and employability.

Response

To support access to education and career development, we implemented an Academic Support Program in partnership with Zegel and IDAT. Under the program, InRetail covers 100% of the enrolment fees and 50% of monthly tuition costs for participating employees

Family Support

Recognizing that 37% of employees have young children, we also provided school support loans and school packs to alleviate the financial burden of the back-to-school season.

3. Financial Well-being

Identified Need

Only 11% of surveyed employees reported the capacity to save for the future.

Response

InRetail partnered with Financiera Oh! to deploy a Financial Education roadmap focused on budget management and debt reduction.

2025 Results:

- Financial literacy workshops on savings and investment to 104 participants.
- Reproductive health and family planning workshops were delivered to 38 employees.
- A microcredit program was launched to support low-income employees facing urgent needs, helping reduce reliance on informal predatory lending mechanisms.

Employee Engagement & Listening

InRetail Perú Corp. recognizes employee engagement as an important driver of performance, retention, and workplace wellbeing. In 2025, we conducted our annual Climate and Leadership Survey achieving a participation rate of **98.1%**.

Using AI-driven analytics, more than 45,000 employee comments were analysed to identify key pain points and priority areas for improvements related to job satisfaction, purpose, happiness, and workplace stress. Based on these insights, targeted action plans were implemented across business units.

In 2025, we logged around 1,700 hours of supplementary culture workshops across the entire platform, including Food Retail and Pharma. **Key Metrics 2025:**

- **Engagement Score:** 85.9%
- **Net Promoter Score (eNPS):** 53.4

The table detailing employee satisfaction levels by business unit and by year is available in the Annex.

Performance Evaluation

(GRI 404-3)

At InRetail Perú Corp, we are committed to fostering a high-performance culture through structured performance evaluations and continuous feedback. Our annual performance evaluation process assesses both strategic objectives and employee competencies. In 2025, more than 97% of employees underwent an evaluation.

Below is a summary of the main types of evaluations conducted and the percentage of employees who participated in each:

- Management by objectives: 4%
- Performance or multidimensional evaluations: 2%
- Team-based performance evaluation: 33%
- Agile conversations (feedback): 61%

Evaluation Approaches

- Management Team Evaluation:

Evaluations assess progress against strategic objectives aligned with the organization's strategic plan. Additionally, we evaluate the competency development progress and review opportunities for improvement.

- Operational Employees Evaluation:

Operational personnel participate in on-site evaluations and training processes focused on strengthening role-specific capabilities and performance.

Strengthening our feedback culture we revitalized "Feedbackton", rebranded as "Coffee with Your Boss”, reinforcing ongoing dialogue between leaders and teams. As a result, 61% of performance conversations were conducted through an agile and developmental approach rather than purely administrative process.

Celebrating Excellence: Recognition Programs

(GRI 404-3)

Employee recognition forms part of InRetail’s engagement and retention approach. Across business units, we implement recognition initiatives designed to acknowledge performance, leadership, and cultural alignment.

Examples include:

Food Retail: "Mandela Leader" and "Super Star" awards, which recognize leadership and individual contributions, as well as the "Extra Mile" initiative for immediate, on-the-spot appreciation.

Real Plaza: Expansion of the "Japi Awards," a recognition incorporating corporate, leader-led, and peer-to-peer recognition categories.

Pharma: In 2025, the "Corazón de Oro," recognition event brought together more than 434 top-performing pharmacists and technicians from 217 pharmacies nationwide to recognize achievements related to sales growth and adherence to our ELICE values. This event achieved participant satisfaction scores above 92%.

Human Capital Development

(GRI 401-1, GRI 404-1, GRI 404-2) (GRI 403-6)

At InRetail Perú Corp, our talent strategy is designed to strengthen organizational resilience and adaptability. In a labor market characterized by high levels of informality and persistent skills gaps, we seek to differentiate ourselves by offering formal long-term employment opportunities, professional development, and clear career pathways.

In 2025, we launched "Futuro 99," our organization-wide competency model that redefines high performance by moving beyond traditional productivity metrics to emphasize agility, data-driven decision making, and customer centricity. Futuro 99 now guides key talent management processes across the company, including recruitment, development, performance management and succession planning.

Talent Attraction Strategies

Our recruitment strategy prioritizes fairness, efficiency, and internal mobility. To support objectivity in recruitment processes, we apply a -blind CV approach and AI-driven tools to help reduce unconscious bias and identify candidates that best fit for our culture.

Key Strategies implemented in 2025:

- **AI-Driven Internal Mobility:** Through the AI Growth Project, we mapped internal talent profiles against open vacancies. In 2025, this new tool allowed InRetail to fill 3 of administrative vacancies with internal candidates, which aims to be escalated **in** 2026 to significantly reduce hiring costs and time-to-fill.
- **Digital Recruitment: InDigital XP** continued attracting specialized talent through technical challenges (hackathons) and partnerships with organizations such as "Laboratoria".

Employee data **broken down by Age Group, Gender, and Region can be reviewed in the Annex**

Retention: Addressing Early Turnover

InRetail recognizes that early turnover within the first three months of employment remains a critical challenge in the retail sector, particularly for operational roles. In 2025, onboarding and retention efforts were strengthened through targeted strategies:

Business Unit	Challenge	2025 Retention Strategy
Food Retail	High turnover in store operations.	**"Learning Journey":** A structured development pathway designed to clarify career progression opportunities from the beginning of employment. This initiative was complemented by flexible part-time schedules for students, supporting workforce stability among younger employees.

Pharma	Scarcity of qualified pharmacists and technicians.	**"Mi Primera Botica":** A 14-day intensive onboarding program for new technicians. Since implementation, early turnover in this group decreased from **9% to 7%**.
Shopping Malls	Misalignment between job expectations and operational realities.	**"Real Friend":** A peer-buddy system in which experienced employees guide new hires during their onboarding.

For Voluntary and involuntary turnover data, please review the Annex

Developing and Retaining High-Potential Employees

At Shopping Malls, we continued strengthening initiatives aimed at identifying, developing, and retaining high-potential employees (HIPERs and HIPOs) to support leadership succession, innovation, and long-term business growth.

High-Performers Employees (HIPERs)

HIPERs are experienced professionals identified as having strong leadership skills and high potential. During 2025, tailored career development plans were implemented through coaching, training programs, and learning experiences. We also strengthened the selection process by combining performance data with in-depth profile reviews in collaboration with business managers. As a result, the number of HIPERs was adjusted and their turnover rate decreased compared to the prior year.

High-Potential Young Employees (HIPOs)

HIPOs are employees under the age of 35 who demonstrate high performance, learning agility and high potential for accelerated career progression. Their development pathway focuses on targeted skill building and structured opportunities for growth and mobility.

Turnover rate 2025 HIPERs and HIPOs:

HIPER/HIPO	2024	2025
HIPER	5%	4%
HIPO	9%	13%

Key Corporate Learning initiatives 2025:

During 2025, InRetail strengthened its corporate learning strategy through flagship programs designed to build capabilities at scale and accelerate organizational transformation.

Data Rockers

Data Rockers is a company-wide training initiative aimed at guiding, enhancing, unifying, and complementing best practices in data across all business units. The program supports the development of a data-driven culture, it empowers teams to make data-driven decisions while promoting alignment and collaboration throughout the organization.
In 2025, Data Rockers integrated a specialized curriculum with progressive learning pathways in:

- Power BI (Basic, Intermediate, Advanced)
- Big Query (Basic, Intermediate, Advanced)
- Excel Analytics (Basic, Intermediate).

The program also incorporated strategic modules on project management, decision-making, data storytelling, and A/B testing. In 2025, 556 employees were certified through the program, supporting the adoption of data-informed decision-making across operations.

Building Tomorrow's Leaders

In 2025, we implemented 8 leadership development programs tailored to the operational and talent needs of each business unit. These initiatives focused on identifying and addressing leadership capability gaps across the organization.

The IR Academy

The IR Academy is InRetail´s flagship development ecosystem, designed to bridge competency gaps and prepare employees for the digital age. In 2025, we restructured its learning paths to align with the new "Futuro 99" competency framework.

Key results in 2025 included:

- **Total Training Hours:** 1,597.5 hours;
- **Workforce Coverage:** 33**%**;
- **Satisfaction Rating:** 4.7 out of 5.

Business Unit Programs

<u>Food Retail</u>

The "Learning Journey" is the training ecosystem for plazaVea and Vivanda, designed to standardize operational excellence and foster internal mobility.

The program is structured around two strategic pillars:

1. The Learning Grid (Curriculum Framework)

The Learning Grid follows a multidimensional approach covering:

- Regulatory & Cultural Topics: Ethics, OSH, Quality.
- Technical Capabilities: Specialized knowledge for Store and Logistics operations.
- Mandela Courses: Leadership and soft skills development aligned with the InRetail leadership model.

2. Specialized Schools (Operational Training)

To strengthen skill standardization in key operational areas, the program includes specialized schools:

- Fresh Produce School: Theoretical and practical training focused on the management of perishable goods.
- Cashiering School: Training on treasury processes and customer service protocols.
- FUM School (Front Unit Measurement): Training on replenishment methods aimed to improve efficiency and productivity.

2025 Results:

- Total Training Hours: 175,622 hours
- Satisfaction (NPS): 9.65 out of 10
- Social Impact: 14,158 trained employees belong to vulnerable populations, enhancing their employability.

<u>Pharma</u>

In 2025, the "Escuela de Éxito Farmacéutico", was the primary upskilling initiative within Pharma, reaching a cumulative 10,606 employees, which represents 53.2% of the total workforceThe program focused on three strategic pillars:

- Personal development and soft skills
- Sales methodologies
- Private-Label product expertise.

2025 Results:

The program successfully correlated training with business results. By equipping pharmacists with better service and cross-selling tools, we achieved:

- Increase in Counter NPS to 69.1. (vs 64.1 in 2024)
- Increase in total and complementary sales volumes in participating stores.
- Growth in employee participation, with 700 additional employees trained compared to the previous year.

To complement large-scale training efforts, Pharma also implemented targeted programs designed to address specific talent gaps:

Dual Training Program (Formación Dual)

This initiative combines technical education with practical on-the-job training to help address talent shortages within the sector. In 2025, the program benefited 163 beneficiaries, achieving an 80% hiring rate among graduates and strengthening the long-term talent pipeline.

"Corazón de Líder"

Corazón de Líder is a podcast-based microlearning initiative focused on leadership development, team motivation and data analysis. This program provides agile access to practical management tools aligned with operational realities.

Shopping Malls

At Real Plaza, training and development initiatives combine cultural alignment with structured technical and leadership development.

JAPI Leadership Ecosystem:

"Lidera JAPI 2.0"

Leadership development program for current leaders that trained 67 Deputy Managers and Team Leaders in 2025**,** strengthening engagement and reinforcing the JAPI culture.

"Boost Your JAPI DNA"

Development program designed for the next generation, this program trained 400 non-leadership employees in soft skills, preparing them to assume future leadership roles and ensuring a robust internal talent pipeline.

People Analytics and Strategic Compensation

(GRI 401-2, GRI 405-2)

In 2025, InRetail further enhanced its data-driven talent ecosystem by expanding the analytical functions of our Corporate HR Data Management team. This team, supported by strong data governance and security practices, ensures that employee information is managed with appropriate standards of privacy and protection and serving as a reliable foundation for strategic decision-making.

AI-Powered Talent Insights

InRetail´s People Analytics strategy has evolved from descriptive reporting toward more advanced predictive analytics, strengthening the organization’s ability to anticipate workforce trends and optimize resource allocation.

Key initiatives 2025:

Internal Mobility Engine (AI Growth Project)

In 2025, InRetail expanded the automation of internal recruitment matching processes. By analysing the profiles of more than 3,000 administrative employees, AI-supported tools helped identify internal talent with potential for managerial roles. This initiative accelerated career progression and generated significant savings in recruitment costs by prioritizing internal mobility over external hiring.

Listening at Scale

Natural Language Processing (NLP) tools were used to analyse qualitative feedback collected through the Climate & Leadership Survey. This allowed us to process thousands of employee comments instantly, identifying specific pain points by business unit and deploying "micro-action plans" faster than ever before.

Business Impact

One predictive model identified correlations between certain psychometric traits and sales productivity among pharmacy personnel. This insight has reshaped our hiring profile for Pharma, strengthening Pharma’s recruitment approach and directly contributing to commercial performance.

Compensation Strategy & Efficiency

Under the leadership of the Corporate Compensation team, InRetail integrated analytical and AI-based tools to monitor salary bands and strengthen competitiveness.

Key results:

Operational Efficiency

Through the implementation of 12 People Analytics models, including two new models deployed in 2025, InRetail strengthened retention strategies and optimized resource allocation processes, generating an estimated operational savings of over S/ 2.8 million.

Digitalization

InRetail reached a key milestone in 2025 by achieving full digitalization of human management dashboards, providing leaders with real-time access to information related to compensation, training, and performance data across their teams.

At InRetail Perú Corp., human capital development is a strategic priority aimed at supporting business continuity, operational excellence, and long-term competitiveness.

Occupational Health and Safety (OHS)

Strategic Approach and Governance

(GRI 403-1; GRI 403-3 ; GRI 403-4; GRI 403-9)

At InRetail, occupational health and safety is a core component of operational resilience workforce well-being. We operate in compliance with Peruvian Occupational Health and Safety regulations, including Law No. 29783 and its amendment, Law No. 30222, through our dedicated Occupational Health and Safety (OHS) Commitment and related management systems.

Since 2022, our OHS Management team has been responsible for compliance with this commitment, as well as overseeing related processes and policies.

Safety Culture and Innovation

Safety culture is reinforced through proactive risk identification, incident reporting, and continuous learning. Employees and contractors are encouraged to report unsafe conditions, near misses, and incidents through the STOP reporting Channel, which enables early risk detection and timely corrective action.

In 2025, 96% of identified risks and reported incidents were address and closed.

AI Integration into the STOP Channel

In 2025, InRetail began integrating Artificial Intelligence capabilities into the STOP channel to support automated report classification and strengthen predictive safety analytics.

	2023	2024	2025
Number of reports submitted	**33,278**	**43,547**	**43,305**

Health and Safety at Work Week

In collaboration with our Human Management and Communications teams, we implemented the annual OHS Culture Plan, aimed at strengthening safety awareness into daily operations and encouraging proactive engagement in risk prevention.

Critical Equipment Program (PEC): This program targets high-risk operations and is divided into several stages:

1. Document Creation: Development of procedures, instructions, checklists, and presentations to ensure standardized safety practices.

2. Training: Conducting Safety, Security, and Training (SST) sessions to educate employees on proper equipment usage and operational processes.

3. PPE and Signage Control: Implementing SST protocols related to high-risk personal protective equipment.

4. Supervision Control: Performing preventive maintenance and conducting internal and external supervision.

5. Continuous Improvement: Establishing a Critical Equipment Committee and conducting follow-up audits to enhance safety measures.

In 2025, PEC achieved 95% audit compliance and reduced equipment-related accidents.

Resilience and Structural Safety

2025 has been a pivotal year for our safety protocols which has led to a fundamental strengthening of our structural risk management.

- **Structural Inspection Plan:** We launched a nationwide infrastructure audit led by independent international experts to validate the integrity of all our shopping malls and logistical hubs.
- **Reinforced Supervision:** New construction and maintenance standards now include double-peer reviews and specialized technical supervision for all structural projects, strengthening our protocols.

Food Retail

We upgraded our flagship reporting tool, the STOP Channel, integrating Artificial Intelligence to automate the segmentation of unsafe acts.

- **Impact 2025:** The system processed over 43,305 reports with a 96% closure rate, allowing for predictive intervention before incidents occur.

Competency in Critical Tasks

We prioritize technical proficiency for high-risk operations. The Critical Equipment Program (PEC) certifies operators responsible for handling heavy machinery such as forklifts, and stackers.

In 2025, we achieved 95% audit compliance in this program, ensuring that only certified personnel handle critical logistical equipment.

Safety Culture

The "#ZeroAccidents" campaign reinforced behavioral safety practices by directly engaging operational leaders in preventive practices on the shop floor. We achieved a significant decrease in our accident rate, equivalent to a 16% reduction of the accident rate compared to 2024.

Pharma

Pharma operations continue to operate under ISO 45001, certified management systems, covering our logistics and distribution network, including OSLO facilities.

This certification validates our systematic approach to managing specific industry risks, including chemical handling and ergonomic challenges in pharmacies.

Digital Reporting & Engagement

The GISSAT platform is used to support decentralized hazard reporting across our extensive pharmacy network.

2025 Highlights

Safety policies were communicated to 100% of our workforce

Five Joint OHS Committees were formalized during the year

Strategic interventions led to a 40% reduction in workplace accidents and maintained a low absenteeism rate (1.5 days), reflecting a healthier, safer workforce.

Supply Chain Oversight

Pharma operations maintain safety protocols for logistics partners through a Documentary Requirements Matrix and a rigorous approval process for carriers and contractors, ensuring that our safety values extend throughout the value chain.

<u>Shopping Malls</u>

Extended Responsibility: Contractors

Given our reliance on specialized services, we enforce strict oversight on our value chain. We improved our Supplier Audit Score from 62% (2023) to 80% (2024), ensuring that cleaning and security partners strictly adhere to our OHS standards.

Holistic Wellness

Beyond physical safety, we launched the "Sanamente" Program, a mental health initiative designed to support the psychosocial well-being of our administrative and operational teams.

Risk Identification, Risk Assessments, and OHS Controls
(GRI 403-2)

All business units implement an Incident Management Matrix (IPERC) to systematically identify risks, assess incidents, and define preventive controls. The matrix applies to incidents involving employees and contracted service providers within InRetail’s operations.

IPEC uses a standardized risk-based methodology, assessing incidents based on probability and severity, and establishing clear procedures for incident communication, management, and follow-up actions. This approach enables the identification of root causes, the definition of appropriate control measures, and the integration of learnings into operational processes, supporting a culture of prevention and continuous improvement.

For a detailed breakdown of our Hazard Identification, Risk Assessment, and Control (IPERC) methodology, please **refer to the Annex**.

OHS Committee

Cultivating a Value-Based Safety Culture

InRetail seeks to foster a strong occupational health and safety culture by embedding safety principles into daily operations and decision-making processes across the organization. Leadership teams actively monitor workplace behaviors and operational conditions to support the timely mitigation of identified hazards and compliance with internal protocols, policies, and industry best practices.

Incident Investigation Methodologies: 5 Whys and SCAT
(GRI 403-4)

Across all business units, InRetail applies structured incident investigation methodologies designed to identify root causes, rather than isolated symptoms, and strengthen preventive actions.

The "5 Whys" methodology is used to analyse underlying causes through iterative questioning (asking "Why?" five consecutive times), helping teams move beyond immediate symptoms to identify contributing factors.

For more complex incidents, InRetail applies the Systematic Cause Analysis Technique (SCAT), which enables a comprehensive review of incidents by mapping immediate causes, underlying contributing factors and underlying organizational or management-related causes.

These methodologies support continuous improvement processes and help strengthen preventative risk management.

Occupational Health and Safety Standards for Suppliers
(GRI 403-7)

To safeguard health and safety across our value chain, InRetail applies a structured Supplier Qualification and Validation Process, supported by independent third-party verification. This process ensures that suppliers and contractors meet our corporate occupational health and safety standards before operating on our premises.

Operational Controls for Third-Party Personnel:

All external contractors are required to comply with the same safety standards as our internal workforce. Mandatory requirements include:

- Personal Protective Equipment (PPE) tailored to specific operational risks.
- Insurance Compliance: Verification of valid Supplementary Work Risk Insurance (SCTR) for all high-risk activities.
- Occupational Health Protocols: Confirmation of appropriate healthcare and medical fitness for the specific tasks performed.

Ongoing Engagement and Oversight:

To strengthen a proactive safety culture, InRetail conducts bi-monthly coordination meetings with strategic suppliers and maintenance partners involved in high-risk activities. These sessions are designed for:

1. Monitor Compliance with established safety protocols and contractual requirements.
2. Review incidents and risk conditions to strengthen preventative measures and support the ongoing protection of our employees, visitors, and infrastructure.

Health and Safety Training for Workers

(GRI 403-5)

Training is a cornerstone of InRetail Perú Corps. Occupational Health and Safety (OHS) management system, supporting accident prevention, regulatory compliance, and the development of a strong safety culture across operations. Through continuous and role-specific training, employees are equipped with the knowledge and skills needed to identify hazards, manage risks, and respond effectively to emergencies.

In 2025, InRetail achieved a 96% OHS training completion rate, exceeding the company´s internal compliance target of 95%. On average, each employee received approximately 3.95 hours of training, reflecting our sustained investment in workforce capability and prevention-focused safety management.

Food Retail

OHS training in Food Retail is tailored to operational roles and responsibilities, with a focus on risks most relevant to stores and logistics environments.

Core topics include ergonomics, working outside the office, logistics safety, workplace order and cleanliness, hazard identification and risk control, emergency response, and safe work practices.

Key protocols and procedures are reinforced twice a year.

Key Achievements in 2025:

∉ Expansion of #ZeroAccidents: We reinforced our culture of prevention through interactive training, enhanced protocols, and open communication channels that empower employees to actively participate in safety management.

- ∉ "100% completion of the Annual Occupational Health and Safety (OHS) Program."

Pharma

Pharma employees receive at least four mandatory OHS training sessions annually covering: hazard identification, infrastructure safety, emergency preparedness, and safe handling of tools and equipment.

OHS communication is reinforced through both digital and in-person channels, including the GISSAT platform, which enables the reporting of unsafe acts and conditions.

Key Achievements in 2025:

- 100% dissemination of OHS policies and processes,
- 100% of employee groups received OHS training
- Conducted 84 large-scale in-person training sessions and 48 induction sessions, benefiting 459 new employees.
- Conducted the Leadership Workshop focused on productivity, safety and risk perception.

Shopping Malls

Shopping malls operates a comprehensive OHS training program, covering mandatory courses such as safety culture, earthquake evacuation and first aid, behavior-based safety (BBS), prevention of musculoskeletal disorders, and healthy eating and lifestyle myths and truths. Specialized training includes Basic Life Support, CPR, and the use of an automated external defibrillator (AED), as well as training on OHS data management system and regulatory compliance.

For permanent third-party personnel, training also addresses OHS, sexual harassment prevention, customer service, and human rights. In addition, short safety talks are conducted at the beginning of each shift to reinforce these concepts.

Key Achievements in 2025:

- Implementation of the "Sanamente" Mental Health Program, benefiting a total of 39 employees.
- We launched Cultura que Cuida (“A Culture that Cares”), a program designed to strengthen and evolve Real Plaza’s safety culture towards a more human-centered, strategic, and sustainable approach.

Our Clients

At InRetail, our customers are central to our business strategy and long-term competitiveness. We aim to deliver consistent, safe, and high-quality experiences across our physical and digital channels, while strengthening trust through responsible business practices.

Our customer approach is built on listening and continuous improvement, supported by tools such as Net Promoter Score (NPS) measurement, robust data privacy and cybersecurity controls, and strict product quality and safety systems. Through our Food Retail, Pharma, and Shopping Mall businesses, we also promote healthier consumption choices and expand access to products and services that contribute to well-being.

By embedding these principles into daily operations, we reinforce loyalty, strengthen our value proposition, and ensure that growth is aligned with responsible and sustainable market practices.

Distinctive Value Proposition by Division

Food Retail

Our Food Retail division deploys a multi-format strategy designed to capture diverse shopper missions and address the specific needs of our clients:

- **Hypermarkets and Supermarkets (plazaVea & Vivanda):** These formats deliver a superior shopping experience through a wide range of differentiated products—including our private label portfolio—tailored to the needs of individuals and families seeking variety and service.

- **Hard-Discount (Mass):** Serving as an engine for inclusion, Mass focuses on essential consumer goods at unbeatable prices. Its decentralized footprint ensures affordability and access to basic nutrition for communities across the country.

- **Cash-and-Carry (Makro):** Makro acts as a strategic partner for the HoReCa (Hotels, Restaurants, and Catering) sector. Beyond providing bulk products at competitive prices, Makro empowers local entrepreneurs through tailored commercial solutions.

Pharma

- **Inkafarma:** Operating under an "Everyday Low Price" model, Inkafarma is dedicated to ensuring the accessibility and affordability of essential medicines, particularly for underserved populations nationwide.

- **Mifarma:** This format combines a traditional pharmacy approach with a strong focus on beauty and wellness. Its value proposition is reinforced by the "Monedero del Ahorro" loyalty program, which leverages data to offer targeted promotions and personalized benefits.

Shopping Malls

- **Real Plaza** transcends the traditional retail concept to operate as a network of urban lifestyle hubs. By hosting cultural, sporting, and family-oriented experiences, we transform our assets into vibrant community spaces that foster social inclusion, recreation, and local connection. With 22 assets—ranging from regional malls to Power Centers (smaller formats anchored by a major store like plazaVea)—and over 862,000 square meters of Gross Leasable Area (GLA), Real Plaza offers a mix of retail, gastronomy, entertainment, and services.

Our Brands

Our own brands play a critical role in enriching the customer's experience and strengthening our market leadership. With over 40 private labels in Food Retail and over 20 in Pharma, we provide exclusive product lines designed to meet evolving customer needs.

These brands reflect our focus on:

1. Innovation and Differentiation: Our products stand out through innovative packaging and curated assortments. These elements help us respond to emerging consumer trends and stay ahead in competitive markets.

2. Profitability and Competitiveness: By offering exclusive Stock Keeping Units (SKUs) across categories, we deliver strong value propositions to a wide range of consumers – balancing affordability with sustainable margins.

3. Regulatory Compliance and Excellence: We comply with industry standards, reinforcing our commitment to safety, transparency, and consistent product quality.

<u>**Food Retail Brands**</u>

- **plazaVea:** Bell's, Boreal y Balanze (3)
- **Makro**: ARO, M&K, BALDARACCI, VIÑA ANDINA, TERNEZ (5)
- **Mass:** Villa Fresca, Clean line, Pet Forte, Super Sol, Nube, Scala, Mistral, Suli, Mithos, El Granelito, Clean Power, Deliolio, Ponte, Dolce Notte, Bom Día, Jubilo, Santa Isabel, buen Punto, Huerto Mágico, Válida, Mate, Baransú, Dura Clean, Spark, Avenly, Branchetto, Homa, Derezzo, Devoción, Bocaretta, Taqkay, Barmix (32).

<u>**Pharma Brands:**</u>

- CAPILATIS
- COLLAFLEX
- SUNVIT
- NINET
- SECOS
- LADY FREE
- TOTALDENT
- BABYLAC

- BABYMA
- VITAL ADULTO
- VITAL BEAUTY
- VITAL GLUCO CONTROL
- VITAL PEDIATRICO
- RECOVER PROTEIN
- VITAMINS FOR LIFE EFERVESCENTES
- VIVACTIV
- GERIAPLUS
- ARTRIALIV
- MEDCELL
- NON SUN
- VITAGEL

New Markets: Digital Ecosystem & Innovation

Our digital ecosystem is a key driver of customer experience, operational efficiency and inclusion across our retail platforms. In 2025, we strengthened our digital channels and loyalty ecosystems, expanding access to products and services, improving convenience, and supporting new business opportunities for customers and partners.

Food Retail

We operate a dual strategy combining high-frequency consumption with an inclusive marketplace model. The synergy between Agora Shop and plazaVea strengthened last-mile capabilities, continuing to lead the rapid-delivery segment (<15 min). Our non-food platform also expanded significantly, hosting more than 1,200 active sellers and a catalogue of over 100,000 SKUs. Importantly, 40% of sellers are local SMEs, enabling broader access to a national customer base and logistics infrastructure. As a result, Food Retail achieved a 47% increase in digital food sales in 2025.

The Agora Ecosystem:

Agora continues to consolidate its role as a core digital platform connecting retail and fintech solutions. In 2025, it surpassed 3.5 million registered users, with 1.2 million monthly active users participating in the loyalty and payment ecosystem. Through Agora Pay, we provided digital payment solutions to more than 500,000 previously unbanked users, contributing to Peru's financial inclusion goals.

Pharma

Our Pharma digital strategy focuses on accessibility and operational efficiency. Through Mi Química (B2B), we have expanded our platform to serve 8,500 independent pharmacies (+41% vs. 2024), supporting inventory management and improving access to supply in remote areas. At the costumer level, the Inkafarma and Mifarma apps drove a 25% increase in digital sales, supported by new features that allow customers to track chronic medication refills and improve continuity of treatment. In 2025, we opened new multiformats ensuring these high-growth formats maintain optimal stock levels and premium service standards across the country.

Shopping Malls

Real Plaza continues to strengthen its integrated digital and physical customer experience through its “Phygital” strategy. The Real Plaza App supports tenant engagement by integrating services such as parking payments, store geolocation, and event registration. These features generate valuable behavioral insights and enable more personalized communication, helping increase visit frequency and support tenant sales. Click & Collect remains a key service, maintaining strong penetration rates.

Digital Performance Metrics

Our platforms demonstrate sustained adoption and revenue impact:

Indicator	2023	2024	2025	2025 Goal
% of customers using digital platforms	6.0%	5.5%	7.2%	6.0%
% of total revenue from online sales	4.0%	3.2%	4.5%	4.0%

Key Highlights 2025:

AI Governance & Deployment - We formally launched our internal AI Agenda to foster cross-unit collaboration. In 2025, we scaled initiatives ranging from logistical route optimization (which directly reduces carbon emissions) to sentiment analysis in Real Plaza, transforming qualitative feedback into actionable insights for customer experience improvement.

Client Privacy & Data Security

The privacy and protection of our customers' personal data is a strategic priority. As InRetail expands its digital ecosystem - through platforms like Agora and our omnichannel platforms - safeguarding customer trust is essential to operational resilience and long-term competitiveness. We therefore approach data privacy not only as a compliance requirement, but as a core element of ethical conduct and risk management.

Our data governance framework is aligned with Peruvian Law No. 29733 (Personal Data Protection Law) and supported by our Corporate Information Security Policy. Personal identifiable information (PII), including biometric and contact data, is processed under strict confidentiality, integrity and access-control standards.

Secondary Use and Transparency (Opt-In)

Customer data is primarily collected to deliver products and services. Where data is used for secondary purposes- such as personalized promotions, loyalty campaigns, birthday greetings, or targeted advertising- this is done under explicit consent mechanisms.

Approximately 50% of customer data is used for these secondary purposes, always respecting the rights of data subject and in accordance with applicable legal requirements.

2025	SPSA	Real Plaza	Pharma
% of customers whose data is used for secondary purposes.	48%	66%	51%

Performance: Zero Breaches

In 2025, we recorded zero substantiated complaints related to breaches of customer privacy and no identified leaks, thefts, or losses of customer data. This track record validates the effectiveness of our technical controls against unauthorized access and misuse.

User Rights and Control (ARCO)

We ensure that customers retain control over their personal data. Our Privacy Policy provides clear, accessible mechanisms for customers to exercise their ARCO rights (Access, Rectification, Cancellation, and Opposition). Specifically, we ensure that users can seamlessly:

- **Manage Consent:** Provide or revoke consent for database inclusion.
- **Opt-Out:** Unsubscribe from commercial communications instantly.
- **Right to be Forgotten:** Request the deletion of their data, which we execute in full compliance with legal timeframes.

Databases are stored in compliance with the data subject's wishes. If a customer requests the deletion of their information, we will proceed in accordance with the law.

To protect the confidentiality and integrity of the information, we apply the guidelines established in our General Information Security Policy and our Browsing Policy, ensuring technical measures to prevent unauthorized access, loss, or misuse.

Customer Experience

Strategic Approach: The Voice of the Customer

At InRetail, listening to our customers is essential to our continuous improvement. We use the Net Promoter Score (NPS) as our primary strategic indicator to measure customer loyalty and evaluate service quality across our business units.

Scope and Coverage

NPS measurement covers 100% of revenues generated by business units with direct customer interaction, allowing consistent monitoring of costumer experience across physical and digital channels ensuring that our "Customer-Centric" culture is backed by data.

NPS Performance by Business Unit

Business unit	2023	2024	2025
Food Retail	56.33%	58.8%	63.0%
Pharma	52.23%	64.1%	71.5%
Shopping malls	67.10%	69.5%	62.7%

Performance Trajectory (2022–2025)

Our NPS performance has strengthened steadily over time, reflecting the progressive consolidation of our customer experience management model.

In 2022, we established the baseline for our NPS measurement ecosystem, reaching 90% revenue coverage—well above our initial 55% target. This milestone marked the formal institutionalization of NPS as a corporate KPI.

In 2023 we achieved full revenue coverage (100%), surpassing our 59% goal. Coordinated efforts across business units resulted in an average NPS of 54.8%, establishing a solid benchmark for customer experience.

In 2024 we maintained 100% coverage while deepening the operational use of NPS insights. This focus enabled us to exceed our annual target, reaching an average NPS of 64.2%, demonstrating measurable progress in service consistency and customer-centric execution.

In 2025, we continued prioritizing consistency, service excellence and digital integration. We sustained 100% revenue coverage and achieved a consolidated NPS of 65.7%, [exceeding/aligning with] our annual target of 62%, reinforcing the maturity and stability of our customer experience framework.

- ***Key Driver:*** **This performance was driven by improvements in**
    - Leveraging digital transformation and artificial intelligence to strengthen customer experience and operational excellence.

- ○ Delivering a seamless omnichannel journey across physical and digital touchpoints.
- ○ Enhancing product availability and convenience to better meet customer needs.
- ○ Embedding customer insights through active listening and feedback mechanisms.
- ○ Investing in the continuous improvement of stores and shopping centers.
- ○ Aligning products and services with growing consumer demand for sustainability.
- ○ Maintaining high standards of quality, safety, and consumer trust.

Product Quality and Responsibility

Health and Nutrition

At InRetail, we recognize our role in influencing consumer well-being through the products and services we offer and shaping public health. Through our "Vivir Bien" (Living Well) platform, we promote healthier choices across our Food Retail and Pharma units by strengthening nutritional standards, transparency and responsible marketing.

Corporate Health and Nutrition Policy

(GRI 416-1) (GRI 417-2) (GRI 417-3)

Our Corporate Health and Nutrition Policy applies to all our food and pharmaceutical businesses, as well as private-label suppliers. This policy defines our commitments to:

• diversify product offerings to meet a variety of nutritional needs;
• collaborate with suppliers to uphold high standards of research and product quality;
• strengthen transparency through clear communicating product composition and health benefits;
• promote healthy lifestyles through educational initiatives and responsible marketing;
• continuously monitoring and improving the nutritional profile of our product portfolios.
• make healthier products more affordable and easier to access in our markets;
• promote responsible consumption by offering appropriate portion sizes and clear information; and
• provide nutrient declarations and additional nutrition information on all our products in every market where we operate.

Health & Nutrition Revenues

We track revenues from healthy products and the share of sales aligned with nutritional quality rating systems.

Revenue from own brands products with:	2022	2023	2024	2025
% Nutrition quality rating systems	100%	100%	100%	100%
Total revenue from Healthy Products	692,559,461	850,882,681	1,091,107,711	1,443,100,144
Total food & beverage revenue	847,585,373	1,061,596,106	1,351,656,796	1,638,627,957
% Healthy products revenue	81.7%	80.2%	80.7%	88.1%

Market Impact: Through plazaVea and Vivanda, we have expanded our "Bio" and "Eco-friendly" assortment, curating a specialized portfolio that caters to organic, gluten-free, and clean-label preferences. This strategic assortment not only responds to market trends but also supports our commitment to responsible consumption.

Monitoring and Enhancing Nutrition

We continuously monitor and evaluate the nutritional composition of our product portfolio and implement product reformulation initiatives to improve nutritional quality. In 2025, 39% of the private-label sales were categorized as healthier products (with higher nutritional value or improved composition). In addition, revenue from products with higher nutritional value - such as those with essential vitamins, minerals, fiber, or phytochemicals - represented 40% of sales, increasing by 1% compared to 2024.

Marketing and Labelling

Our nutrition strategy is supported by a rigorous reformulation roadmap focused on reducing critical nutrients (sodium, sugar, saturated fats) while maintaining product quality. We comply with legal requirements regarding product and service information and labeling, ensuring clear, truthful, and transparent communication with our consumers. We adhere to Peruvian Law No. 30021 (Healthy Eating

Law), ensuring 100% transparency through the mandatory "Octagon" warning system on all applicable private label products.

During 2025, zero non-compliance were recorded related to labeling and marketing, resulting in fines or sanctions.

Cases of non-compliance	**Related to information and labeling of products and services**	**Related to marketing communications**
With regulations that result in fines or sanctions	0	0
With regulations that result in a warning	0	0
With voluntary codes	0	0

Nutrition, Health & Affordability by business units

Food Retail

In line with our Corporate Health and Nutrition Policy, Food Retail applies a comprehensive strategy designed to democratize access to high-quality nutrition. Our approach is governed by global scientific standards—specifically the Codex Alimentarius (FAO)—ensuring that every recipe developed in our Manufacturing Center aligns with rigorous safety and nutritional guidelines. These guidelines are also integrated into our Sustainable Agriculture Policy and our HACCP Manual, ensuring a consistent, science-based approach to product formulation and food safety.

This strategy is implemented through three pillars:

- Reduce harmful ingredients (i.e. added sugar sodium, saturated fats)
- Fortify products with essential nutrients (i.e. fiber, vitamins, minerals).
- Apply portion control strategies and product innovation to support informed consumer choices (having reached more than +4 million users through our social media accounts)

Portfolio Evolution:

In 2025, we expanded our private-label portfolio to address specific evolving dietary needs, including plant-based and gluten-free alternatives.

- Plant-Based Innovation: In 2025, we strengthened our "La Florencia" brand with the launch of a new vegan line (2 SKUs). These products offer affordable, plant-based alternatives that maintain high nutritional value.
- Gluten-Free Expansion: Building on our 2023 roadmap, our gluten-free line continues to grow, with two additional products currently in the evaluation pipeline for 2026.

Consumer Engagement:

The "Healthy World" Ecosystem Transparency and education are central to our value proposition. Our "Mundo Saludable" (Healthy World) initiative serves as a navigational guide within plazaVea and Vivanda, highlighting "Better-for-You" products, including organic, sugar-free, and vegetarian options.

Pharma

In Pharma Retail, we promote preventive health through innovation in nutrient-enriched products. We go beyond curative medicine to promote preventive health. A dedicated team of specialists collaborates with commercial partners to develop nutrient-enriched formulations—such as vitamin-fortified aspirin. These innovations align with our broader goal of addressing nutritional gaps through value-added pharmaceutical products.

Product Quality and Safety (Market Recall)

Food Retail

Governance

Product safety and quality are governed by our Corporate Quality Assurance Policy, which applies across the entire value chain, from supplier qualification and manufacturing controls to distribution and the final customer handoff. This framework establishes clear roles and responsibilities, monitoring mechanisms, and corrective actions to ensure compliance with internal standards and applicable regulatory requirements.

Product quality is supported by the integration of emerging technologies such as AI that strengthen monitoring, traceability, and continuous improvement processes. We establish quantitative objectives to assess and enhance product quality performance across our operations and require suppliers to adhere to the quality standards applicable to our products and services.

Within Food retail, we operate a structured Quality Incident Management Procedure that enables the early detection and resolution of issues arising from product deliveries, customer complaints, or routine inspections. In cases involving compromised product batches, we activate a formal recall protocol with clearly defined responsibilities, communication procedures, and response timelines to ensure rapid containment and customer protection.

To strengthen preventive controls, we conduct regular quality audits across stores and distribution centers to proactively mitigate risks and safeguard product integrity.

AI enabled quality control at the Collection Center

To strengthen preventive quality controls for perishable fruits and vegetables, Food Retail is implementing an AI-enabled inspection system at its Collection Center. The project uses computer vision and artificial intelligence models to shift from manual batch sampling toward comprehensive and precise inspection along the conveyor belt.

The system is designed to detect surface-level and phytosanitary defects, including sunburn, scarring, oleocellosis, and rot, when products are received. By increasing inspection coverage and reducing reliance on destructive sampling, the project aims to improve the representativeness of quality-control inspections, support food safety, and accelerate the flow of goods from receipt through dispatch to stores

Our quality management system is aligned with internationally recognized standards, including:

- HACCP (Hazard Analysis and Critical Control Points)
- GMP (Good Manufacturing Practices)

In addition, we are actively working with our private label manufacturing partners to align their operations with GFSI-benchmarked standards (Global Food Safety Initiative), strengthening food safety requirements throughout the supply chain.

ISO Certification 9001

Our quality management practices are externally verified by SGS, ensuring strict adherence to international standards across key processes within our value chain. The scope of this verification includes:

- Obligatory internal audits to comply with ISO 9001
- Quality Audits in Stores
- Quality Assurance in Distribution Centers
- Qualification and Monitoring of Processed Food Suppliers
- Laboratory Analysis of Products, Environments, Surfaces, and Food Handlers.

This independent assessment reinforces our commitment to food safety, regulatory compliance, and continuous improvement in delivering safe, high-quality products to our customers.

Internal Quality Training

At Food Retail, employees participate in a quality induction program aligned with the standards promoted across our operations. In 2025, a total of 23 training sessions were delivered through our academic platform WeConnect, representing 51,579 training hours and supporting consistent and accessible learning opportunities for our teams.

Training coverage reached:

- 98% of employees in plazaVea and Vivanda
- 97% in Makro
- 100% in Oslo

These results reflect our commitment to fostering a culture of quality and food safety across all operations.

Customer Feedback and Complaint Channels

At Food Retail, we are committed to listening to our customers and continuously improving their experience. To ensure transparency, accessibility, and timely resolution of concerns, customers can submit complaints, claims, and suggestions through multiple channels available across all our brands (plazaVea, Mass, Vivanda, and Makro):

- Contact Centers:

PlazaVea & Mass: 625-8000
Vivanda: 620-3000

- Virtual Assistants:

Available through Facebook Messenger for plazaVea, Vivanda, and Makro, as well as through Instagram direct messaging.

- Email:

PlazaVea & Vivanda: servicioalcliente@spsa.pe

Mass: servicioalcliente@tiendasmass.pe

Makro: servicioalcliente@makro.pe

- Complaints Books:

Both physical and digital complaints books are available in all stores and on our websites, in compliance with local consumer protection regulations.

All complaints and claims received through these channels are recorded in our corporate incident tracking system, together with the corresponding supporting evidence and resolution documents. Depending on the nature of the case, the management process may include an investigation by the relevant business area, escalation to the Quality team, coordination with suppliers, product replacement, reimbursement, or other forms of customer compensation.

This process also supports the early identification and escalation of potential product quality and safety issues. Where a product supplied by a third party may have caused harm or may present a defect, the available evidence and product sample are preserved for assessment. The Quality and Commercial or Procurement teams then evaluate the case and coordinate the response with the responsible supplier.

Pharma

Governance

Our operations strictly adhere to health and safety protocols certified by national regulatory authorities, including DIGEMID. Each stage of the process, from product storage to distribution, is subject to rigorous controls and evaluations to ensure compliance, product safety and sustained customer trust.

In the event of a product recall, the relevant health authorities, such as DIGEMID or DIGESA (General Directorate of Environmental Health) are formally notified. The recall process is regulated by applicable health regulations, which establish a withdrawal period of up to 60 days for products to be removed from pharmacies once the recall has been officially declared.

Additionally, measures have been implemented to facilitate this process:

- **AI Virtual assistants:** Available through the main website of Inkafarma and MiFarma.
- **Customer complaint management** and resolution process, including acknowledgment of complaint receipt and transparent communication regarding complaint resolution timelines.
- **Real-time customer assistance.**

Product Recall Management

InRetail maintains a high level of preparedness through our Recall Management Procedure. This protocol establishes a clear chain of command and defines the immediate actions required to withdraw non-compliant products from both physical and digital shelves within 24 hours of detection.

To ensure the effectiveness of this system, we conduct annual mock recall exercises across our logistics centers and stores. These drills validate our traceability systems and strengthen the team’s ability to respond swiftly to potential incidents, minimizing risks to consumer health and reducing potential reputational impact.

2025 Performance Indicators

Indicator	2025 Performance
Total Class I & II Recalls	**0 (Zero incidents)**
Voluntary Recalls	**0**
Involuntary (Mandated) Recalls	**0**
Total Cost of Recalls	**$ 0**
Compliance Violations	**0 fines or sanctions related to product safety**

Product Recalls	2022 Pharma	2023 Pharma	2024 Pharma	2025 Pharma
Number of recalls	238	6	29	9
Quantity of products recalled	38,126	1,946	7,550	81,942

* Since 2023, the scope of values was updated to include own brand products. The increase recorded in 2025 is attributable to external factors related to regulatory changes applicable to specific products within the toothpaste, infant formula, and serum categories.

Results of quality audits in stores	2024 Achievement	2024 Goal	2025 Achievement	2025 Goal
	93.2%	92%	93.07%	92%

Our Value Chain

Supplier Management

Critical suppliers

(GRI 204-1)

In 2025, we strengthened our value chain management strategy by implementing an enhanced methodology to identify critical ESG suppliers. This refined approach enabled us to identify 115 critical commercial suppliers (products) and 67 critical non-commercial suppliers (services, assets, and supplies) across our platform.

As of 2025, InRetail Peru had 4,421 Non-Commercial Suppliers, representing a 2.3% decrease compared to the number of suppliers in 2024.

Suppliers with High ESG risk

Given the diversity of our group, we recognize our potential exposure to supply chain ESG risks. To mitigate these, we updated our methodology in 2025 to implement a more robust identification and evaluation process for suppliers.

Identification of suppliers with "High ESG Risk"

(GRI 308 -1)

In our new methodology the classification of a supplier as "ESG-Critical" is now determined by a weighted score across four key criteria:

1. **Industry Risk:** Based on the Global Industry Classification Standard (GICS), evaluating specific sustainability challenges per sector.
2. **Origin:** Distinguishing between local and international providers to assess geographical risk.
3. **Business Criticality:** Impact of a potential disruption on our operational or commercial performance, considering participation in sales (Retail) or billing (non-retail).
4. **Participation:** Level of involvement across multiple companies within the InRetail group.

Risk Thresholds: For both commercial and non-commercial suppliers, those who achieve a score exceeding 81.3 are classified as ESG-Critical. This enables us to prioritize engagement and support where it is most needed.

Enhanced ESG Assessment Methodology

(GRI 308-2, GRI 414-2)

For 2025, we have strengthened our evaluation platform by implementing 26 industry-specific questionnaires aligned with GICS. (Global Industry Classification Standard). These assessments are no longer generic; they are tailored to the specific risks of each sector and cover up to 23 topics, including:

- **Environmental:** Climate Change, Energy, Water & Effluents, Packaging, and Circular Economy.
- **Social:** Labor Practices, Human Rights, Product Quality & Safety, Occupational Health & Safety, and Community Relations.
- **Governance:** Business Ethics and Supplier Management.

Compliance Scoring and Corrective Actions

Compliance categories:

- **High Compliance:** Demonstrates strong commitment to the ESG standards and meets more than 90% of the required criteria.
- **Medium Compliance:** Demonstrates satisfactory commitment and meets approximately 50% of the required standards.
- **Low Compliance:** Demonstrates limited commitment and meets 30% of the required criteria; requires an improvement plan.
- **Critical Compliance:** Fails to meet key ESG criteria and requires a corrective action plan with immediate follow up.

Suppliers receive formal notification of their evaluation results via email, including detailed scores by dimension and a customized work plan action outlining specific improvement opportunities.

It is important to note that there is no cut-off point in ESG issues for supplier selection.

Metric	2025
Total number of unique suppliers	7,592
Number of unique significant suppliers	185
Number of unique significant suppliers supported with development measures	31
% of suppliers supported in development measures	17%
Number of unique significant suppliers assessed via desk assessments/on-site assessments	125
% of unique significant suppliers assessed	68%
Number of unique significant suppliers assessed with substantial actual/potential negative impacts	9
Number of unique significant suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	9
% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	100%
Number of unique significant suppliers with substantial actual/potential negative impacts that were terminated	0

*The calculation criteria for selected KPIs have been updated. KPI 1.3 includes critical suppliers audited by an external consulting firm, with follow-up on their improvement plans, as well as critical suppliers trained by both the business units and the Corporate team. KPI 1.4 includes critical suppliers assessed through each business unit's ESG Supplier Platform from the 2022 baseline through 2025. KPI 1.5 includes critical suppliers that scored below 50% on the ESG Supplier Platform questionnaire during the 2022–2025 period. Finally, KPI 1.6 includes all suppliers, who receive their ESG score along with improvement opportunities and recommendations to strengthen their ESG management and enhance their overall ESG performance.

Responsible Supply Chain Program

(GRI 308-1; GRI 414-1)

We have developed a robust Responsible Supply Chain Program, led corporately by our Sustainability team and implemented in close collaboration with the commercial and procurement teams across all business units. In today's competitive environment, we recognize that strong supplier collaboration is essential for long-term business success.

Our program focuses on identifying, evaluating, training, and monitoring suppliers exposed to higher ESG risks. To achieve this, we operate through four core action areas:

1. **Supplier registration and evaluation:** Leveraging our industry-specific assessment model, 100% of new suppliers are required to undergo this evaluation as a mandatory prerequisite to join our value chain
2. **Risk-based Identification:** Classifying suppliers based on business criticality and ESG exposure.
3. **Targeted training programs:** Closing knowledge gaps through corporate and sector-specific education.
4. **Audits and Monitoring:** Verifying compliance and supporting continuous improvement.

In addition, 100% of our suppliers are required to comply with our Corporate Sustainability Guidelines for Suppliers and our Code of Ethics, ensuring consistent standards of conduct across our value chain.

Governance and Internal Alignment

To ensure strong accountability, oversight of the implementation of our supplier ESG programs is defined at the Executive Management level. The program is led by our Sustainability team and implemented in close collaboration with the commercial and procurement teams across all business units.

Recognizing that effective implementation requires internal alignment, we provide specialized training for buyers and relevant internal stakeholders on their specific roles within our supplier ESG programs. Furthermore, our purchasing practices are continuously reviewed to ensure consistency with our own ESG requirements, Corporate Sustainability Guidelines, and Code of Ethics.

Supplier Evaluation Model

(GRI 308-1) (GRI 308-2)

To assess suppliers consistently and objectively, we established a multi-criteria evaluation framework based on four core pillars:

1. **ESG Risk (Environmental, Social, and Governance Risk)**

   Evaluates the inherent ESG risk of the supplier´s industry using the Global Industry Classification Standard (GICS) and internationally recognized reference frameworks, including SASB, MSCI, S&P Global, Allianz, and the World Economic Forum.

   This analysis enables us to identify sector-specific sustainability risks and prioritize enhanced due diligence where necessary.

2. **Business Criticality**

   Assesses the supplier's strategic importance within the supply chain, evaluating the potential operational or commercial impact or disruption in delivery capacity. This includes:

- Percentage of participation in sales (Retail Suppliers)
- Billing percentage (Non-Retail Suppliers)
- Additional commercial criteria established by some respective business units.

3. Origin

Classifies suppliers according to their geographic location (local or international), considering potential exposure to country-specific regulatory, social or environmental risks, while also taking into account key ESG risk factors related to their value chain, such as origin, traceability and associated environmental and social impacts.

4. Participation

Evaluates the supplier's level of integration within InRetail, based on the number of companies across the platform to which the supplier provides goods or services.

This refined model enables a structured, risk-based approach to supplier management, ensuring alignment with sustainability objectives while strengthening operational resilience and long-term value creation.

Key Achievements 2025:

In 2025, we reached an important milestone in expanding the coverage of our supplier ESG evaluations. In lines with our corporate goals, more than 66% of our suppliers have now undergone the ESG assessment, representing 3,098 suppliers approximately. During the year, we also transitioned from a generic evaluation model to a more specialized risk-based approach. Beginning in May 2025, we implemented 26 industry-specific questionnaires, classified according to the Global Industry Classification Standard (GICS).

These questionnaires function as a Sustainability Evaluation Affidavit, each containing an average 21 questions tailored to address the most material ESG risks for each sector.

This methodology enables more precise identification of ESG gaps and supports the development of targeted corrective action plans. Approved suppliers, along with newly identified critical suppliers, are currently completing these evaluations, with a roadmap for full platform integration by 2026.

This strengthened evaluation framework enhances supply chain transparency and allows us to better support suppliers in improving their ESG performance over time.

	Food Retail	Pharma	Shopping Malls	Total
Retail (Products)	84	31	-	115
Non Retail (Services, Assets, and Supplies)	21	17	32	70

Approval and Audits

To ensure the integrity and compliance of our supply chain, we conduct audits tailored to the specific characteristics of each business unit and the risk profile of our suppliers.

Our supplier evaluation process includes the following monitoring and verification mechanisms:

- **Desk and On-site Assessments:** We conduct desk assessments that include systematic verification of supplier documentation and supporting evidence, complemented by on-site evaluations when required. In 2025, a total of 795 suppliers were assessed through desk reviews and on-site visits.
- **Second-Party Assessments:** On-site evaluations are carried out by our internal experts. For example, our Quality team oversees assessments of hygienic-sanitary conditions, infrastructure, and compliance with operations and safety practices.
- **Third-Party Assessments:** Independent audits conducted by accredited third-party bodies are mandatory for critical and high-risk supplier categories. In Food Distribution, 100% of commercial suppliers are subject to mandatory third-party audits. Additionally, exhaustive third-party approval processes apply to non-commercial suppliers in the Pharma and Shopping Malls divisions.
- **Recognized Industry Standards:** Supplier assessments – whether desk or on-site. are conducted using methodologies aligned with recognized multi-stakeholder initiatives. ESG risks are evaluated using internationally recognized frameworks including SASB, MSCI, S&P Global, Allianz, and the World Economic Forum. Suppliers are also assessed for compliance with international standards such as ISO 14001, ISO 45001, and ISO 9001.
- **Corrective Action / Improvement Plans:** Suppliers identified with "Low Compliance" or "Critical Compliance" are required to implement corrective or improvement plans. Furthermore, if a supplier fails a quality audit with minor findings, it triggers a corrective action plan.

In 2025, alongside our quality and supplier homologation processes, we strengthened our sustainability oversight by conducting ESG audits on 15 critical suppliers across the Retail platform, verifying certifications and ethical business practices.

The process resulted in a verified initial baseline of the ESG maturity of these 15 critical suppliers, highlighting optimal results in waste management whereas lacking mainly due diligence actions in human rights. In 2026, they will define action plans to develop initiatives that mitigate the main pain points they were observed. In 2027, these same suppliers will have to undergo another set of audits to verify the compliance of the new implemented actions accordingly.

Supplier Audit in Food Retail

Non-Commercial Suppliers:
We apply a homologation process based on two critical variables: service category and procurement value. Depending on these factors, suppliers undergo third-party **SQR (Financial)** and **Occupational Health and Safety (OHS)** assessments, ensuring a transparent and risk-based selection process.

Commercial Suppliers:
As Food Distribution is classified as a high-risk category, **100% of these suppliers are subject to mandatory third-party audits**. These assessments, overseen by our Quality team, evaluate hygienic and sanitary conditions, infrastructure standards, operational practices, and certifications such as HACCP.

Consequence Management:
Where non-conformities are identified, minor findings require the implementation of corrective action plans within defined timelines. Severe non-compliance may result in contract termination. In addition, non-commercial suppliers must successfully complete all required homologations processes before becoming eligible to provide services.

Supplier Audit in Pharma

- **Non-Commercial Suppliers:**
  Within our Pharma units, all non-commercial suppliers must complete an exhaustive third-party approval process covering **fifteen key areas**, including Human Resources, Legal compliance, IT, Environment, OHS, and Logistics.

  Suppliers requiring access to our distribution centers must also comply with specific internal OHS approval requirements.

- **Commercial Suppliers:**
  To ensure product safety and regulatory compliance, verification processes are conducted through laboratories accredited by the Ministry of Health. All medicines sold in our pharmacies must be registered with the General Directorate of Medicines, Supplies, and Drugs (DIGEMID), ensuring full adherence to national regulations.

Supplier Audit in Shopping Malls

- **Non-Commercial Suppliers:**
  At Real Plaza, third-party audits are mandatory for suppliers providing essential or critical services that directly affect operational efficiency and customer safety.

The evaluation framework is structured around five pillars: **Social Responsibility, Sustainability, Environment, OHS, and Quality**. Suppliers are assessed based on the maturity of their management systems and compliance with internationally recognized standards, including ISO 14001, ISO 45001, and ISO 9001.

Elevating Supplier Standards in Packaging: ESG Audits

We are committed to preventing greenwashing and protecting brand integrity. In line with **Indecopi's Green Advertising Guide**, we require suppliers to provide verifiable technical evidence to support all environmental claims associated with their products. Non-compliance with these requirements may result in corrective actions or restrictions on product labelling.

As part of this initiative, we conducted packaging diagnostics on 11,000 own-brand products, verifying sustainability-related claims through supplier technical data sheets. To strengthen ongoing compliance and ensure consistency in environmental communications, we established standardized labelling parameters, developed verification matrices, and implemented on-arrival controls to validate eco-friendly claims at the point of receipt.

Suppliers Training programs

We are committed to closing ESG knowledge gaps within our supply chain. Our corporate training strategy delivers four key ESG training sessions per year, focusing on transversal sustainability topics:

1. Waste Management
2. Carbon Footprint
3. Renewable Energy
4. Diversity, Equity, and Inclusion (DEI)

The first three sessions are delivered virtually to maximize supplier participation, while the DEI training is conducted as part of our Annual DEI Symposium, an in-person event that has consistently achieved high satisfaction levels: NPS of 95/100 (vs. 94/100 in 2024).

In addition to the corporate program, each business unit implements its own supplier training initiatives. Looking ahead, we have established a 2026 goal to deliver 2 to 3 specialized training sessions per year per business unit, targeting critical suppliers and addressing sector-specific ESG challenges. The topics covered for each business unit:

- Food Retail: Animal Welfare, Finance, Labeling and Sustainable Agriculture.
- Pharma: Waste & Recycling, DEI and Ethics.
- Shopping Malls: Workplace Harassment Prevention and Customer Service Academy.

Impact and Achievements of the 2025 Symposium:

- 41 supplier companies trained, with 55 total participants.
- 212 hours of training provided to suppliers

- An NPS of 95/100, reflecting high participant satisfaction.
- 95% of participants considered the content "very applicable" to their companies.

Subject	Format	Description	Participating suppliers	Significant suppliers	Participants Exhibitors
Waste Management	Virtual	Training focused on circular economy principles, proper waste segregation, and strategies to minimize waste generation in operational processes.	39	5	Sinba
Carbon Footprint	Virtual	Introduction to climate change metrics, providing suppliers with methodologies to measure, manage, and report their corporate carbon footprint.	26	6	SGS
Renewable Energy	Virtual	Guidance on the transition to clean energy sources, energy efficiency measures, and the business benefits of adopting renewable technologies.	24	3	Internal speaker specialist
DEI Symposium	In-Person	A specialized event promoting Diversity, Equity, and Inclusion. It serves as a space for awareness, offering tools to manage diverse teams and foster inclusive work environments.	41	3	Interseccionale and ELSA

Program	Food Retail	Pharma	Shopping Malls	Total
Trained suppliers	65	60	41	166
% of significant suppliers trained	3%	10%	12%	8%

Alliances

Collaboration remains essential to our strategy. We maintain strategic alliances to strengthen our ecosystem:

- **Green Joint Business Plan with L'Oréal:** A collaborative plan in our Pharma unit promoting eco-design, CO_2 reduction, and social inclusion.

- **Perú Pasión Partners:** We collaborate with internal and external experts (such as Google and TikTok for Business) to provide high-level training to MSMEs.

- **Environmental Partners:** We continue to leverage insights from organizations like WWF and the Ministry of Environment for climate action and carbon footprint measurement.

- GIZ: We have established a strategic partnership with **GIZ** (Deutsche Gesellschaft für Internationale Zusammenarbeit) to implement an advanced energy management program. This collaboration focuses on optimizing energy efficiency across our operations and value chain, aligning our processes with global best practices for carbon footprint reduction.

Challenges 2025

Having established our new methodology and evaluation platform in 2025, our focus shifts to depth and impact for the coming years:

- **Audit Expansion:** Our corporate goal is to expand sustainability audits to a broader range of critical suppliers and move from verification to active improvement plans in 2026.
- **Supplier Development:** Strengthening the capacity of our suppliers through the "Impulso MYPE" program.
- **Closing Gaps:** Using the data from the 3,098 evaluations to design specific remediation paths for suppliers with identified ESG gaps.

Our work with SMEs in the supply chain

Peru Pasión: Driving Peruvian Entrepreneurship

Peru Pasión is InRetail’s flagship shared value initiative, designed to support and accelerate Peruvian entrepreneurship. This program is critical given the local context: while 99% of companies in Peru are

SMEs, 8 out of 10 do not survive beyond their second year, and the country faces an informality rate exceeding 70%. The program strengthens MSMEs by providing access to our physical and digital sales channels, combined with specialized training and financing opportunities.

The program operates through three core pillars:

1. **Commercial Boost:** We provide MSMEs with preferential visibility across our digital stores and social media platforms, using targeted marketing assets such as banners, ribbons, and product tags that highlight local products.

   In addition, we develop exclusive advertising campaigns to increase sales, strengthen brand positioning and expand the market reach of participating entrepreneurs.

2. **Training**: We offer a free training program covering topics such as digital marketing, commercial management, finance, and innovation. Sessions are delivered by internal experts from InRetail Perú Corp companies and external partners such as Google, TikTok for Business, Zegel, and Colectivo 23.

   An exclusive mentoring program also supports the 40 most outstanding MSMEs annually, providing guidance on key business challenges over a 5-week mentorship process led by company leaders.

3. **Financing:** _To accelerate MSMEs' growth we provide three types of financial support mechanisms: grants for commercial campaigns, advertising funds, and competitive funds. The first competitive funds were awarded to the two most outstanding MSMEs with the greatest potential for commercial growth. Since then, we have continued the program throughout the years.

2025 Impact and Commercial Development:

In 2025, the program achieved record results, consolidating its role as a catalyst for local businesses:

- **Program Sales:** Total sales for Peru Pasión reached S/ 36,136,970, representing a 100% year-over-year growth compared to 2024.
  - *Physical Sales:* S/ 33,930,443
  - *Digital Sales:* S/ 2,206,572
- **Ecosystem Scale:** The program currently supports 281 active entrepreneurs, while 34 businesses were successfully reactivated during the year.
- **Broader MSME Impact:** Beyond the Peru Pasión program, we have identified 1,303 commercial MSMEs operating across our business units: 1,067 in Food Retail, and 236 in Pharma. *Economic Contribution:* Total MYPE sales amounted to S/ 779 million in Food Retail and S/ 214 million in Pharma.

Commercial Campaigns & Digital Acceleration

To boost visibility and sales, we executed targeted commercial actions:

- **"Días de Impacto" (Impact Days):** Two editions (September and December) generated S/ 247,146 in sales with the participation of 25 sellers, achieving significant media coverage (Tier 1 and Tier 2).
- **Influencer Marketing:** Collaborated with 5 influencers (lifestyle, parenthood, healthy living) averaging 50k followers each, generating over 10k views per story.
- **Themed Campaigns:** Initiatives around National Holidays, Children's Day, and Christmas generated an additional S/ 196,000 in sales.
- **Corporate & Fair Sales:** Corporate orders contributed over S/ 46,000, while participation in fairs generated more than S/ 32,000.

Training and Capacity Building

We continue to bridge the knowledge gap for small businesses:

- **Reach:** Accumulated participation of over 2,800 MSMEs in our training sessions.
- **Intensity:** Delivered more than 9,000 accumulated hours of training.

Mentoring Peru Pasión 2025

Our Peru Pasión mentoring program connects entrepreneurs with internal experts to address concrete challenges and accelerate growth. In 2025, 42 leaders from across the retail platform mentored 42 entrepreneurs providing tailored guidance to strengthen their business strategies and operations.

This edition highlighted five finalist ventures for their outstanding progress: *Tu Mesita, Essentials Oils Perú, Magnolia Essentials Care, Bon Cacao, and Inca Miau.*

During 2025, we continued prioritizing "MSMEs with impact"— entrepreneurs whose business models generate measurable social or environmental value alongside commercial growth.

Impulso MYPE Program: Partners in Peruvian Entrepreneurship

"Impulso MYPE" Program is a strategic initiative designed to foster supplier growth and strengthen the Peruvian entrepreneurial ecosystem. Through this program, InRetail aims to develop 70% of the MSMEs within its value chain by 2030, positioning the company as a key partner for entrepreneurs nationwide.

The program follows a structured methodology:

1. **Selection & Formalization:** Identification of potential suppliers, due diligence processes, and formalization of collaboration agreements.
2. **Strategy Implementation:** Each supplier identifies a key business challenge. A customized strategic plan is then designed and implemented with expert guidance.
3. **Monitoring:** Progress is tracked to measure results and ensure sustainable business development.

In 2025, we executed an intensive acceleration process with 8 selected suppliers across both physical and digital channels. The program delivered 144 one-on-one sessions, supporting business plan design, execution, and performance monitoring.

Program Results

The program generated significant impact for participating suppliers, with an **average sales increase of 46%**, reaching a total of **S/ 16 million** in sales.

Key success stories by business unit include:

Food Retail

Within our Food Retail unit, we currently work with **1,067 commercial MSMEs**, which generated **S/ 779 million** in sales during 2025. Through the "Impulso MYPE" acceleration program, several suppliers achieved significant business growth:

- **Amaru Superfoods:** Achieved 56**% sales growth**, diversified its portfolio with private label products for Bell's and Mass, and strengthened its management with strategic planning.
- **Ori – Sal de Maras:** Reached 68**% sales growth**, introduced new formats (grinders), expanded its presence in plazaVea and Vivanda, and consolidated its positioning as an ancestral gourmet product.
- **Santo Olivo Group:** Achieved 48**% sales growth.** Expanded its production plant in Tacna to supply SPSA and Makro, entered additional retail chains, and strengthened its premium positioning through packaging innovation.
- **Grupo Parckers (Don Mario):** Strengthened its presence in Makro Huancayo, advanced expansion negotiations for Cusco and Lima, and developed its first integral commercial strategy.

Pharma

Within our Pharma unit, we currently collaborate with 236 commercial MSMEs, generating **S/** 214 million in sales. Through the "Impulso MYPE" acceleration program, health and wellness suppliers have strengthened their capabilities to navigate regulatory requirements and commercial expansion within the pharmaceutical sector:

- **Demolitor:** Achieved 130**% sales growth.** Diversified its portfolio into functional formats, advanced commercial negotiations with SPSA and Cineplanet, and formalized its internal processes and innovation strategy.
- **Nibray:** Achieved 13**% sales growth.** Completed a full rebranding of its supplement line, advanced its "Droguería" certification with DIGESA, and expanded its digital reach with educational content that surpassed 1.2 million views.

Our Community

Shared value creation

(GRI 413-1)

At InRetail, we firmly believe in creating shared value with our stakeholders through strategic programs that drive both societal impact and business efficiency. Our community initiatives reflect a commitment to sustainability, inclusion, and measurable results.

Tackling Food Insecurity and Health Challenges

Bueno por Dentro: Innovating Food Rescue

Systemic barriers continue to limit access to adequate nutrition for 36.1% of the Peruvian population, while childhood health indicators remain a major concern, with 43.7% of infants affected by anemia (from zero to three years). In response to these challenges, our flagship food recovery initiative, *Bueno por Dentro* (BxD), rescues safe, high-quality perishable goods that have fallen outside commercial standards and redirects them to communities in need. As pioneers of formalized food donation within the Peruvian retail sector, we leverage our nationwide logistics network to scale this effort and improve food access.

Throughout 2025, we achieved the following impacts:

- Delivered 18.8 million food rations, representing an estimated value of S/. 72.5 million.
- Supported 95,984 individuals across 19 regions and 103 districts.
- Strengthened partnerships with 228 social organizations.
- Achieved a Net Promoter Score (NPS) of 4.78 out of 5 from partner social organizations.
- Reinforced governance standards by ensuring 91% of partner organizations formalized their donation agreements and Anti-Money Laundering (SPLAFT) compliance agreements.

Building on our diagnostic audits, we expanded our focus toward capacity-building. In 2025, we launched a Virtual Good Food Handling Practices (BPMA) certification, delivering over 1,700 hours of training to 214 social organizations. As a result, we catalyzed tangible food management improvements in 59.7% of participating entities. In addition, through our *Cocinas Sociales* initiative, implemented in partnership with Le Cordon Bleu, we supported 5 organizations across 4 regions in developing nutritionally balanced menus and strengthening their food preparation practices.

Anemia Cero: A Frontline Defense

Recognizing anemia as a persistent public health challenge affecting pregnant women and children in Peru, we launched the *Anemia Cero* initiative in 2025. In partneships with Peruanos porPeruanos, Por Ti Mi Sangre, and Pacífico Seguros (#TanFuertesComoElHierro), we initiated a robust screening and prevention campaign.

During the year, we conducted 5,329 anemia screenings across stores, offices and social organizations including customers, employees and Bueno por dentro beneficiaries. Among employees who participated in follow-up screenings, 31% successfully overcame the condition.

Complementing these clinical efforts, we implemented targeted awareness campaigns that reached 3,326 households, 960 employees, and 712 social beneficiaries, promoting prevention and nutrition education.

Plan Amazonía: Driving Territorial Impact

The Peruvian Amazon covers approximately 60% of the country's territory and is home to 13% of its population and around 10% of the world's known biodiversity. Its forests play a critical role in climate regulation and carbon storage, while supporting Indigenous Peoples and local communities. However, the region faces growing pressures from deforestation, illegal mining, agricultural expansion and socioeconomic vulnerability. Protecting its ecosystems while promoting sustainable livelihoods and an inclusive bioeconomy is therefore essential to Peru's sustainable development.

In 2025 we lauched *Plan Amazonía*, a territory-specific initiative designed to address the social, economic, and environmental challenges of the Peruvian Amazon. The program brings together several initiatives under five complementary pillars aimed at strengthening local communities, promoting sustainable livelihoods, and supporting forest conservation.

Shared Value Ecosystems: We delivered 1.4 million food rations to 30 grassroots organizations operating in or supporting Amazonian migrant communities. As part of our **Reverse Logistics program**, Pharma - the Itinerant Social Action Platform - partnered with FAPE to deliver essential medicines and supplements to 12 remote and isolated communities along the Ucayali River. These areas typically face significant barriers to healthcare, often lacking regular access to basic medicines. Additionally, we provided medical donations to the Loreto Regional Hospital under the same strategic framework

Carbon Mitigation: We offset 616 tons of CO_2 through the purchase of carbon credits from Bosques Amazónicos (BAM). This contribution supports the protection of more than 600,000 hectares of vital chestnut woodlands and benefits over 800 partner families in Madre de Dios.

Bioeconomy Acceleration: Empowering indigenous knowledge (including Quechua communities), we provided specialized mentorship to **10** Amazonian bio-entrepreneurs. Deploying over **50** coaching hours, we helped refine commercial models centered on the intrinsic value of the standing forest.

Responsible Supply Chains: In line with our commitment to Responsible Supply Chains, InRetail deployed S/ 1,229 million in certified sustainable product assortments. A key milestone in this strategy was the introduction of FSC-certified packaging across Farmacias Peruanas, ensuring that our sourcing practices minimize environmental impact and promote forest conservation.

Social Awareness & Community Engagement: Our Awareness and Social Impact initiatives focused on environmental protection and community support. These included FAPE's outreach in Tarapoto and the 'Inspira' volunteer program at a shelter for girls from Amazonian communities, reinforcing our dedication to the social development of the regions where we operate.

Food Retail

Strengthening Local Economic Resilience

With 70.9% of Peru´s labor force operating within the informal economy, strengthening the capabilities of small retailers is essential to foster inclusive economic growth and improve market resilience. InRetail supports local entrepreneurs by providing training, tools, and access to knowledge that help them professionalize their businesses and increase competitiveness.

Bodegas de Éxito:

In 2025, we revitalized Bodegas de éxito, our hybrid training academy designed for local shopkeepers, implemented by Zegel. The program equips participants with practical skills in digital sales, financial management, and business operations.

The 2025 cohort included **220** merchants, with 69% female representation, refecting our commitment to empowering women entrepeneurs. Among Makro's pilot clients, participants reported a 60% increase in post-training sales, while the program achieved a Net Promoter Score (NPS) of 4.7, highlighting strong satisfaction and engagement among participants.

Pharma

Democratizing Healthcare Access

Peru continues to face significant challenges in healthcare access, with persistant disparities affecting infrastructure, service delivery, and affordability. InRetail's pharmaceutical division works to address these gaps by expanding decentralization care models and strengthening medication access for vulnerable populations.

Reverse Logistic Donations:

Through our reverse logistics program, we recover near-expiry medications and products with minor package damage, ensuring that safe and usable treatments reach underserved communities rather than going to waste. In 2025, we facilitated **S/ 1,691,000** in medical donations to partners such as Beneficencia de Lima and Bomberos del Perú, while also expanding our reach to 12 remote riverside communities in Ucayali and the Loreto Regional Hospital.

Farmacia Vecina (Neighboring Pharmacy):

Through partnerships with EsSalud and Salog, the Farmacia Vecina program converts **148** community pharmacies into decentralized medication dispensing hubs for patients with chronic conditions. By bringing essential treatments closer to where people live, the initiative significantly reduces travel time and improves treatment continuity. In 2025 alone, the program processed 297,663 prescriptions, benefiting 47,844 patients.

Farmaemprendedores

Specialized training and development program for our B2B clients—independent pharmacies within the micro and small enterprise (MSE) sector, with a total of 12,000 beneficiaries. We share industry insights, working alongside world-class partners.

Digital Health & Patient Support:

We continue to promote digital health access and treatment adherence through our Patient Support Plan (PAP), which currently supports 47,771 registered users. Complementing this effort, our digital care program Mi Química handled consultations and restocke neighborhood pharmacies, strengthening access to pharmaceutical guidance and essential medicines across local communities.

Together, these initiatives strengthen healthcare accessibility across Peru by reducing geographic barriers, improving treatment continuity, and expanding community-level pharmaceutical support.

Shopping Malls

Driving Entrepreneurship & Cultural Impact

Real Plaza malls serve as platforms for entrepreneurship and community engagement, providing opportunities for emerging businesses and local creators to connect with broader audiences. Through dedicated programs, we support small entrepreneurs by offering training, visibility, and access to commercial spaces across our malls. Furthermore, we host comprehensive health fairs featuring various medical specialties, which have successfully reached thousands of people, providing essential wellness services directly to the heart of our communities.

Emprende con Real Plaza:

This program acts as an incubator for regional entrepeneurs, helping them develop business capabilities and expand their market reach. In 2025, **363** participants were selected for the programs comprehensive training phase. Through four regional fairs held in Cajamarca, Arequipa, Cusco, and Huancayo, participating vendors generated more than of S/ 114,000 in sales, with over 60% of the business led by women entrepeneurs.

Placita del Emprendimiento:

Through Placita del Emprendimiento, we provided dedicated commercial spaces within **16 Real Plaza** malls to promote entrepeneurship. In 2025, **708** micro-entrepreneurs showcased and sold their products through these spaces, generating S/ 2.8 million sales and strengthening local economic activity within the communities we serve.

Engineering Circular Economies

We advance circular economy practices by reducing waste, extending the useful life of products, and transforming organic residues into valuable resources. Through initiatives across our retail ecosystem, we aim to minimize environmental impact while generating social value.

La Lombriz Feliz:

Through La Lombriz Feliz, we transform organic waste from PlazaVea operations into high-quality earthworm humus, contributing to organic waste recovery and soil regeneration. In 2025, we processed 3 tons of organic waste, producing organic fertilizer certified by the *Universidad Nacional Agraria La Molina (UNALM*) A total of 518 kg of this fertilizer was commercialized at Promart, while educational outreach expanded with the installation of the first composting learning module at Innova Schools (Rímac).

Cultivating a Culture of Service: Corporate Volunteering

Our INSPIRA platform connects employees with community initiatives, translating our corporate values into meaningful social action. In 2025, our employee engagement in volunteering remained strong:

- **21** volunteer programs implemented across differente communities
- **526** employees participated as volunteers
- **2,638** hours of service contributed
- **1,540** direct beneficiaries supported
- S/ 49,379 in operational cost savings generated for partner NGOs
- Internal volunteer NPS of 4.9, reflecting high employee satisfaction with the program

Driven by grassroots employee iniciatives, the *Inspira* Contest supported two winning, high-impact proposals in 2025: "Fútbol con Futuro" and "Olla y siempre con ustedes".

In addition, we organized 6 immersive *Expediciones Solidarias*, including visits to the Chorrillos Women's Prison and the María Auxiliadora Parish, where 59 corporate leaders participated in 295 hours of community engagement and dialogue.

Our Planet

Environmental Management

At InRetail Perú Corp., we recognize that environmental stewardship is not merely a compliance requirement but a cornerstone of our long-term resilience and success.

Environmental Policy & Management Systems

To ensure rigorous compliance and strategic alignment, we have implemented an overarching environmental management approach that covers the following core aspects:

- **Establishing clear accountability:** Our climate objectives are deeply embedded in our corporate governance structure. To foster accountability and drive tangible results, we link a significant portion of the performance evaluation of our Corporate Sustainability Manager and Sustainability Chief to environmental outcomes. The figure, which had been maintained at 20%, **successfully reached the 30% mark by 2025**.
- **Ensuring continuous improvement:** We execute a "landing plan" for our sustainability policies to ensure effective implementation and continuous improvement across all levels of the organization. The Manufacturing Center of our Food Retail division (Supermercados Peruanos - SPSA) operates under a Quality Management System certified under the ISO 9001 standard. By the end of 2025, this system covered 43.5% of InRetail's total leasable area, positioning us as the first store in Peru to achieve such a level of certification.
- **Setting targets and objectives:** We have crafted a comprehensive climate strategy aligned with international sustainability standards. Our quantified objectives include cutting Scopes 1 and 2 CO_2e emissions by 44% by 2031, reducing our relative carbon footprint by 15% by 2025, and meet our climate targets of 30% by 2030 (2022 baseline), all within a comprehensive climate strategy aligned with international sustainability standards that also includes achieving over 75% waste recycling in our stores.
- **Consulting external stakeholders:** Our management systems and policies are strengthened through external partnerships. For instance, the implementation of our ISO 50001 standards was supported by technical assistance from the German Cooperation (GIZ).
- **Providing training for employees:** We consistently invest in human capital. We provide specialized training for our maintenance teams and conduct training sessions focused on responsible water use, leak detection, and maintenance protocols. These sessions see active participation from store managers, maintenance teams, and food service staff to ensure operational excellence and a culture of conservation.

Scope of our Commitments

Our environmental policies and management systems are comprehensively applied to:

- **Own Operations:** We manage risks and impacts across all our business units, achieving an 80% sustainability policy compliance rate across our companies in 2025.
- **Suppliers:** We extend our environmental standards to our value chain. We actively work with suppliers to help them measure and reduce their own footprints. Furthermore, through our supplier development programs, we provide guidance on sustainable farming techniques and trained suppliers in Regenerative Agriculture and Animal Welfare in 2025.

Strengthening and Evolution of the Integrated Management System (IMS)

During 2025, the certifications associated with our Integrated Management System remained valid until November. During this period, the company decided to reformulate its certification strategy, considering a significant expansion of its scope and a comprehensive transformation of the management system.

This process aims to enhance the maturity of our processes by strengthening risk-based management, standardization and efficiency, control and management mechanisms, and the consolidation of a culture of continuous improvement.

Likewise, we seek to evolve from a system primarily focused on operational processes toward a cross-functional management model that progressively integrates the entire organization and incorporates strategic, operational, and support processes.

To this end, a process strengthening and enhancement plan has been established, aligned with ISO standards, with implementation actions planned over the coming years. This process will help consolidate the capabilities and conditions required to resume certification under a broader and more comprehensive scope once this transformation stage is complete.

In this way, we reaffirm our commitment to quality management, environmental stewardship, occupational health and safety, and continuous improvement.

Climate Change

InRetail Perú Corp. identifies climate change as a critical global challenge and actively manages its risks and impacts across all business units. With Peru being ranked as the second most vulnerable country in South America to climate change by the UN, we are committed to developing resilient and sustainable solutions. Guided by the Paris Agreement's goal to limit global warming to 2°C, we have crafted a comprehensive climate strategy aligned with international sustainability standards and national priorities.

Climate Governance: Corporate-Level

At InRetail Perú Corp., our climate objectives are deeply embedded in our corporate governance structure. The Board of Directors holds the ultimate oversight responsibility for climate-related issues, supported by the board-level Audit committee. Comprised of three directors, this committee is responsible for monitoring the internal audit, risk management, and internal control of the company. Climate issues are formally integrated into the board's agenda; during the year, the Audit committee holds four sessions with 100% attendance to review critical topics, including financial strategy and climate-related risks.

We link a significant portion of the performance evaluation of our Corporate Sustainability Manager and Sustainability Chief to environmental outcomes. This percentage, set at 20%, increased to 30% by 2025, fostering accountability and driving tangible results.

Carbon Footprint Management

(GRI 305-1) (GRI 305-2) (GRI 305-3) (GRI 305-4) (GRI 305-5)

We established our carbon footprint baseline in 2022 to ensure data consistency following the pandemic. Building on this, we launched a Greenhouse Gas (GHG) Emission Reduction Plan in 2023, aligned with the Science Based Targets Initiative (SBTi), aiming to cut Scopes 1 and 2 CO_2e emissions by 44% by 2031, and the reduce the relative carbon footprint by 15% by 2025 and 30% by 2030, using 2022 as the baseline year. The relative carbon footprint considers a ratio of the total equivalent CO_2 emissions divided by the income.

To track progress, InRetail measures and verifies emissions across Scopes 1, 2, and 3 using the Ministry of Environment's Carbon Footprint Peru tool, which complies with ISO 14064-1 and GHG Protocol standards. Additionally, the results are externally audited by an independent third party, ensuring transparency and accountability in the company's climate action efforts.

In a major step forward for our climate governance in 2025, we launched the **Carbon Footprint Squads**, a cross-platform initiative designed to identify and accelerate emission reduction projects. We established three multidisciplinary teams managed by strategic and operational leaders from our Business Units (BUs), focusing on Logistics, Energy, and Products. The Energy Squad has proven to be a high-impact mechanism, successfully breaking down silos to implement standardized efficiency protocols across all formats.

In 2025, our carbon footprint increased significantly, primarily due to an external update to Peru's electricity emission factor. The 2025 factor (0.19669864 tCO_2 e/MWh) was made available through the Ministry of Environment of Peru's (MINAM) Huella de Carbono Perú platform, based on official 2025 statistics from COES, and reflects changes in the electricity generation mix, including transmission and distribution losses. This update increased reported emissions associated with electricity consumption and also affected Scope 3 emissions related to the production of purchased products. The increase therefore does not reflect a deterioration in our operational performance or a change in our internal methodology. No recalculation of the historical baseline or previous-year emissions was performed, and the update does not affect our emissions reduction target.

Achievements and Metrics 2025:

- **Measurement and Verification:** We successfully measured our carbon footprint (Scopes 1, 2, and 3) across 100% of the platform's companies. Furthermore, we verified these measurements with an independent third party (SGS) for key units: Food Retail, Pharma and Real Plaza.
- **Footprint Composition:** Analysis reveals that 98% of our carbon footprint stems from Scope 3 emissions. Specifically, this is driven by purchased goods and services (77%) and the use of sold products (21%), with upstream transport and distribution accounting for approximately 1%. Recognizing this, we have intensified our collaboration with suppliers to help them measure and reduce their own footprints, understanding that our Scope 3 is their Scope 1 and 2. To strategically tackle our Scope 3 emissions, our Product Squad implemented a rigorous prioritization strategy.
- For Supermercados Peruanos (SPSA), our assessment identified Dairy and Meat (including poultry and pork) as the most emission-intensive categories, accounting for a significant portion of our footprint.
- In response, we launched a project to precisely calculate the product carbon footprint of the two most representative SKUs from Farmacias Peruanas and SPSA.
- Furthermore, we are refining our data accuracy for Categories 4 and 5 by collecting detailed technical specifications from our suppliers, focusing on critical metrics such as product weight, lifespan, and kWh/water consumption.
- Recognizing that collaboration is key, we hosted a Carbon Footprint Workshop on June 18 for our primary suppliers to align our climate goals, followed by targeted meetings with Oechsle's textile suppliers in July to drive sustainable practices deeper into our supply chain.

National Recognition:

Our efforts have been recognized by the Peruvian Ministry of the Environment (MINAM) through its "Huella de Carbono Perú" platform. In 2025, we achieved historic recognition levels:

- **4 Stars (Maximum Level):** Awarded to **SPSA and Pharma** for measuring, verifying, reducing their footprint, and implementing mitigation projects with suppliers.
- **3 Stars:** Earned by **Real Plaza** for measuring, verifying, and achieving reductions.

Scope	Business Unit	2022 tCO_2e	2023 tCO_2e	2024 tCO_2e	2025 tCO_2e	2025 Goal
Scope 1	Total	34,138.9	74,659.19	62,740.4	70,517.3	70,926.2
Scope 2	Total	65,723.50	85,192.40	63,071.2	77,110.4	80,932.8
Scope 3	Total	4,188,054.45	4,054,843.93	4,028,029.5	4,741,770.2	4,108,348.7

Breakdown scope 3

Category	2025 tCO_2e
Purchased goods and services	3,615,858.1
Capital goods	1,782.3
Fuel-and-energy-related-activities	2,238.9
Upstream transport and distribution	20,499.9
Waste generated in operations	1,692.1
Business travel	1,312.4
Upstream Leased Assets	6,956.9
Use of sold products	1,063,413.1
Downstream Leased Assets	28,016.4
Total	**4,741,770.2**

Efforts in Climate Change Mitigation by Business Unit

Our strategy to mitigate climate change is deployed specifically according to the operational nature of each business unit. In 2025, supported by the Carbon Footprint Squads, each unit accelerated its transition towards low-carbon operations.

Food Retail

As our largest energy consumer due to the cold chain requirements, Food Retail focused on technological upgrades and renewable integration.

- Cold Chain Decarbonization (Scope 1): A pivotal component of our Scope 1 emission reduction strategy in 2025 has been the accelerated transition of our refrigeration systems. Moving away from traditional high-GWP (Global Warming Potential) refrigerants like Freon (R22 and R404), we are actively retrofitting and designing new stores with CO2 and Glycol-based systems. These natural refrigerants significantly reduce our direct environmental impact and align our cold chain operations with global best practices for climate mitigation. In 2025, new stores and retrofits prioritized CO2 and Glycol-based refrigeration systems, significantly lowering direct GHG emissions.

- Smart Energy Management (Scope 2): We expanded real-time monitoring using Power Monitoring Expert (PME) software to 52 key locations (plazaVea, Vivanda, and Makro). This allowed for granular control over lighting and cooling, resulting in a reduction of S/ 3.6 million in energy costs.

- Renewable Energy: We optimized the solar energy systems at plazaVea Moquegua and four Makro stores (Trujillo, Surco, Villa El Salvador, and Ica), ensuring optimal generation performance and reducing reliance on the grid.

- Waste-to-Emission Reduction: By implementing AI-driven demand planning, we reduced organic food waste—a major source of methane emissions in landfills—aligning our operational efficiency with climate goals.

Logistics Squad (Food Retail & Cross-BU Support)

- **Routing Optimization and Maturity (OTM Implementation**): A key pillar of our 2025 strategy has been the enhancement and optimization of routing through Oracle Transportation Management (OTM), significantly elevating the level of operational maturity and synergy among our business units, and reducing them from six days to 24–48 hours
- **Environmental Impact Measurement:** We have focused on quantifying the environmental impact of OTM implementation within SPSA, specifically tracking reductions in fuel consumption and GHG emissions derived from more efficient logistics planning.
- **Knowledge Transfer and Scalability:** Following the success in Food Retail, SPSA’s core logistics tools and best practices were shared across other Business Units to evaluate and standardize implementation group-wide.
- **Environmental Impact and Decarbonization of the Value Chain:** The "Paita-Piura" axis has emerged

as the cornerstone of InRetail’s Scope 3 emissions reduction strategy. By receiving imports directly at northern ports and implementing "groupage at origin," Oslo has eliminated over 1,000 kilometers o.f redundant land transport per shipment, significantly lowering the corporate carbon footprint.

- **Logistics efficiency:** The integration of LED technology and climate control systems in the new warehouses achieved energy savings of up to 35%.
- **2025 Milestone:** Building on this cross-functional expertise, we successfully launched the OTM pilot program at Promart in 2025, marking a critical step in the technological decarbonization of our home improvement logistics chain.

Pharma

With an extensive network of smaller-format stores, our strategy focuses on scalability and logistics efficiency.

- Lighting Efficiency: In 2025, we achieved a milestone by updating 95% of our pharmacy network to LED lighting.
- HVAC Automation: Recognizing air conditioning as the main energy driver in pharmacies, we launched a pilot project in 20 stores, implementing remote automation systems that optimized runtime and temperature setpoints, achieving 5% savings in the pilot group
- Sustainable Logistics (Scope 1): We continued to decarbonize our last-mile delivery in "Lima Moderna" by increasing the share of electric motorcycles and bicycles, reducing noise and tailpipe emissions in dense urban areas.

Shopping Malls

Real Plaza acts as a catalyst for sustainability, managing large infrastructures that impact both our operations and those of our tenants.

- ISO 50001 Leadership: Real Plaza remains a leader in energy management, with its key malls operating in alignment with the ISO 50001 methodology to ensure continuous improvement in energy performance. This management system enforces strict "shutdown protocols" for lighting and HVAC in common areas when not in use, embedding efficiency into the daily culture.
- Equipment Optimization: We prioritized maximizing the efficiency of our existing assets. In 2025, we optimized the air conditioning systems (chillers and water pumps) and lighting in common areas (parking lots and corridors) at Real Plaza Salaverry, generating savings equivalent to S/ 160,000. Building on these positive results, we will roll out similar improvements across five additional shopping centers in 2026.
- Tenant Engagement (Scope 3): Through the installation of independent smart meters, we are empowering tenants to visualize their own consumption, facilitating a collaborative reduction in the mall's overall Scope 3 footprint.

Logistics (OSLO & Sustainable Transport)

- **Low-Emission Fleet Transition (Scope 1 & 3):** As part of our commitment to decarbonizing our supply chain, we accelerated the transition toward a cleaner mobility fleet by prioritizing GNV (Natural Gas) and GLP-powered vehicles for deliveries from Distribution Centers (CD) to stores. This initiative specifically prioritizes the OSLO fleet, which provides strategic logistical services to all our Business Units.
- **Environmental Impact and Fleet Performance:** During 2025, we focused on measuring the environmental impact of 11 sustainable units within OSLO's operations. This fleet is currently distributed to maximize coverage, with 2 trucks dedicated to SPSA cargo and 9 units servicing other Business Units, allowing for a granular assessment of emission reductions across our retail formats.
- **Sustainable Procurement Standards:** To ensure long-term scalability, we have aligned our carrier contracting standards with sustainable mobility criteria. This ensures that our third-party logistics partners adhere to strict environmental performance requirements, reinforcing our strategy to mitigate indirect Scope 3 emissions throughout our transport network.
- **Multi-Company Maritime Cargo Consolidation:** As a strategic measure to optimize our international supply chain and reduce carbon intensity per unit imported, we implemented a maritime cargo consolidation model for imports. This project leverages OSLO's capacity as a specialized operator and manager to group multi-company shipments, maximizing container utilization and efficiency.
- **Case Study: OSLO & Oechsle Partnership:** A successful pilot was executed through three managed shipments for Oechsle, achieving an initial 14% joint cost saving and a consolidated volume of 57 cbm. This success demonstrates the viability of a shared logistics model to reduce the total number of containers and maritime trips required.
- **Impact Assessment and Scalability:** We are currently measuring the environmental impact (tCO2e avoided) of these initial shipments to quantify the reduction in our Scope 3 carbon footprint. Based on these results, we are proposing a standardized consolidation system to be rolled out across other Business Units within the Non-Food segment, further institutionalizing logistical synergies and operational sustainability group-wide

Financial Risks of Climate Change (TCFD)

We actively analyze and mitigate financial risks associated with climate change following the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). We evaluate multiple climate scenarios (RCP 2.6, 4.5, and 8.5) to understand potential challenges. This analysis informs strategic decisions, such as locating new projects outside high-risk areas identified by the National Institute of Civil Defense (INDECI) and adapting infrastructure designs to enhance resilience when risks are unavoidable.

To support these efforts, the **Cibeles Committee** promotes sustainable construction practices aligned with certifications such as LEED, EDGE, and Peru's Sustainable Construction Technical Code.

Mitigation	Adaptation
Avoid and reduce greenhouse gas emissions.	Adapting our operations, processes, logistics to climate change

Measure and make efforts to reduce greenhouse gas emissions in our operations and supply chains.	Promotion of climate change adaptation technologies in agriculture.
Implement and promote the adoption of renewable energies.	Promote participation in investment projects.
Increase energy and water efficiency.	Adopt preventive and reactive measures in the event of emergencies and natural disasters.
Opt for low-emission supplies (refrigerants, extinguishers, etc.)	Promote measures for the protection of biodiversity and natural resources.
Adopt low carbon technologies and transportation in product distribution and operations.	Assess suppliers on risks and opportunities related to climate change.
Take actions based on product life cycle analysis.	Implement energy and water efficiency criteria in the design and construction of premises.
Reduce waste generation, increase recycling rates and divert food from landfills through donation.	Implement a contingency plan for product distribution in the event of an emergency.
Work hand in hand with agricultural suppliers to discourage land use change and the responsible use of fertilizers.	Implement programs of circular economy.

Opportunities arising from Climate Change

The TCFD framework also highlights opportunities for growth through green financing. Following our leadership in securing green loans in 2022 and 2023 to support sustainability initiatives, we continue to leverage financial instruments to advance our goals. These investments support environmental objectives, such as achieving over 75% waste recycling in our stores, and social objectives, like our food donation programs.

Additionally, the Corporate Sustainability team developed a Climate Change Adaptation Guideline that will provide business units with a standardized framework and methodology for the development of their adaptation plans. The guideline is intended to facilitate the identification of physical climate risks, assessment of vulnerabilities, and definition of preventive and mitigation measures tailored to each operation.

Through this initiative, InRetail seeks to strengthen operational continuity, infrastructure resilience, employee safety, and long-term adaptive capacity in the face of increasing climate variability and climate-related events in 100% of its operations by 2030.

Energy Efficiency

InRetail Perú Corp. is dedicated to the strategic governance of energy management to mitigate climate change impacts. Our approach has evolved from foundational projects to a sophisticated, data-driven strategy governed by international standards.

Impact and Savings 2025:

The implementation of comprehensive energy efficiency actions generated economic savings of up to **S/ 3.9 million** compared to 2024. Our Energy Performance Indicator, expressed in kWh/m² of sales area, decreased by **5% for the second consecutive year** for our big stores that consume more than 200kmh, demonstrating sustained efficiency gains.

Corporate Governance in Energy Management

- **Energy Audits and ISO 50001 Implementation:** Our companies—SPSA, Real Plaza, and Farmacias Peruanas—manage their energy performance under the **ISO 50001** international standard. This implementation was supported by technical assistance from the German Cooperation (GIZ). Through this partnership, we conducted energy audits and provided specialized training for our maintenance teams, identifying improvement opportunities capable of reducing energy consumption by up to **10%**. Real Plaza leads in adopting energy-saving technologies. In 2025, improvements built on previous achievements such as the specialized energy audit at Real Plaza Salaverry.
- **Contract Management:** We manage 9 addenda and 3 new electricity contracts for free client supplies across all business units. Additionally, we secured improvements for 9 suppliers that will benefit from tariff savings of up to **25% starting in 2026**.

Energy Management per Business Unit

<u>Food Retail</u>

We have taken significant steps to reduce environmental impact. In 2025, we executed real-time energy monitoring actions using **Power Monitoring Expert (PME)** software in 52 stores across plazaVea, Vivanda, and Makro. To ensure the consistency and accuracy of our results, the Energy Squad standardized our baseline calculation methodology in strict accordance with the ISO 50001 standard. WithinFood Retail, which encompasses 139 locations, our tactical interventions included comprehensive energy audits, the implementation of strict HVAC power-on/off protocols, and proactive fault diagnosis using Power Monitoring Expert (PME) software. Additionally, we updated the monitoring software for the solar panel system at plazaVea Moquegua and four smaller-scale systems at Makro (Trujillo, Surco, Villa El Salvador, and Ica), registering savings of **S/ 100,000 in 2025**.

Pharma

The Pharma division continues to advance in efficiency. We conducted a pilot project for **air conditioning automation** in Farmacias Peruanas, implementing remote control systems in 20 drugstores. This initiative resulted in energy consumption savings of up to **5%**.

Shopping Malls

Real Plaza leads in adopting energy-saving technologies. In 2025, improvements in the management of air conditioning in common areas of our shopping centers generated savings equivalent to **S/ 160,000**. This builds on previous achievements such as the specialized energy audit at Real Plaza Salaverry and the installation of proximity sensors in emergency staircases and back corridors for the correct and efficient air conditioning operation

Evaluation of progress in reducing energy consumption

The implementation of comprehensive energy efficiency actions generated economic savings of up to S/ 3.9 million compared to 2024. Thanks to the strategic shift from isolated efficiency projects to a continuous energy management model—reinforced by our participation in the GIZ Learning Network—this efficiency translated into economic savings of S/ 3.9 million, surpassing the previous year's figures.

Energy Consumption

Quantified targets to address energy savings
(GRI 302-1) (GRI 302-4)

In 2025, InRetail Perú Corp.'s total net energy consumption (excluding tenants) reached 390,577 MWh. While this represents an absolute increase compared to the previous year—driven by the rapid expansion of our Mass store network and the introduction of new equipment in our pharmacy formats—our operational efficiency continues to improve. Thanks to the strategic shift from isolated efficiency projects to a continuous energy management model, reinforced by our participation in the GIZ Learning Network, we successfully sustained a 5% reduction in our energy intensity indicator (kWh/m²) for the second consecutive year. This efficiency translated into economic savings of S/ 3.9 million, surpassing the previous year's figures.

Looking ahead, we remain aligned with our corporate goal of reducing our relative carbon footprint by 15% by 2025 (vs. 2022 baseline).

Total energy consumed*	Unit	2022	2023	2024	2025
Non-renewable fuels purchased and consumed	MWh	37,327	87,878	10,839.0	**10,065.5**

Non-renewable electrical energy purchased	MWh	143,349	183,853	142,393.2	**169,782.8**
Total renewable energy purchased	MWh	174,123	204,269	213,145.4	**210,590.3**
Total renewable energy generated	MWh	164	228	128.6	**138.3**
Total renewable energy consumed	MWh	143,349	204,497	213,274.1	**210,728.6**
Total non-renewable energy consumed	MWh	180,676	271,731	153,232.2	**179,848.2**
Total energy consumed	**MWh**	324,025	476,228	366,506.3	**390,576.9**

***** In 2025, the calculation methodology was updated and now uses the following criteria: for non-regulated customers, the renewable energy share corresponds to the proportion of renewable energy sources within the current supplier's total generation portfolio. For regulated customers, it corresponds to the proportion of renewable energy sources within the total generation portfolio of the National Interconnected Electric System (SEIN). The historical values were updated to align the methodology.

In 2025, we successfully renewed our energy supply agreements to secure reliable power for our operations. As part of our long-term environmental commitment, we continue to evaluate strategic alternatives to optimize our energy matrix and improve our environmental footprint in the coming years.

Investment in innovation in energy

- **Smart Monitoring:** For our High-Consumption Stores, we deployed a unified receipt reading platform powered by Artificial Intelligence (AI). This tool allows us to collect and monitor spending, consumption, demand, and energy indicators e, which is essential for precise energy management.
- **Sustainable Construction:** A major milestone for 2025 was achieved; we updated the Sustainable Construction Criteria for plazaVea, Vivanda, Makro y Plaza Center. These criteria now include enhanced standards for energy efficiency, water consumption, universal accessibility, resource usage, and waste disposal.

Energy efficiency training

Strengthening our Energy Culture: Results of the GIZ Learning Network

In August 2025, InRetail successfully concluded the diagnostic and planning phase of the Energy Management System (SGEn) project under the Euroclima Learning Network (Red de Aprendizaje), co-financed by GIZ.

This collaborative effort facilitated a strategic shift from executing isolated efficiency projects to adopting a continuous management model. Through rigorous energy diagnostics and specialized training for our maintenance teams, we identified critical savings opportunities—particularly in HVAC optimization and lighting—across our formats. The successful completion of this stage was marked by a formal recognition from the Learning Network, validating our roadmap for the implementation phase, which is now underway to execute these improvements and permanently reduce our operational carbon footprint.

Water Efficiency

(GRI 303-2) (GRI 303-5)

At InRetail Perú Corp., we recognize the vital role water plays in sustaining life and ecosystems. Shopping Malls represent our highest water consumption, making them a priority for our efficiency efforts.

Management Strategy:

Water use assessments to identify opportunities for water efficiency improvements

InRetail Perú Corp. is committed to managing water responsibly by moving from evaluation to standardization. In 2025, we integrated strict water efficiency standards into our updated **Sustainable Construction Criteria** for plazaVea and major projects. These assessments ensure that water use is minimized in critical areas such as cooling systems, restrooms, and cleaning processes without compromising safety or quality.

Water consumption

Establishment of targets to reduce water use

(GRI 303-3, GRI 303-4, GRI 303-5)

We monitor our performance through rigorous data tracking across all business units. In 2025, our total water withdrawal reached **2,601,976.90 m³**. While Shopping Malls represent our highest consumption, our efficiency efforts are scaled across the platform.

Total consumption of water *	Unit	2022	2023	2024	2025
Food Retail	m³	713,964.4	728,741.4	760,511.1	**841,378.90**
Pharma	m³	358,009.6	488,991.3	610,634.4	**560,082.00**
Shopping Malls	m³	945,260.4	1,018,812.9	1,042,013.1	**1,200,516.00**
Total	**m³**	**2,017,234.4**	**2,236,544.7**	**2,413,158.6**	**2,601,976.90**

** Water consumption is equal to extraction. The total value for 2024 was adjusted.*

The increase in water consumption during 2025 was mainly attributable to business growth and the expansion of our footprint. Key drivers included the opening of new Mass hard-discount stores and major expansion projects at the Piura and Tarapoto shopping malls. As these facilities became operational, the total area under management increased, leading to higher water demand. The company remains committed to promoting the efficient use of water across all operations.

Water Efficiency Programs

Actions to reduce water consumption

Building on innovative efforts like the greywater reuse system implemented at Vivanda stores—where air conditioning condensate is used in sanitary facilities—we have expanded our circular water strategy to our logistics operations. At the Pucusana Distribution Center, we operate a dedicated Water Treatment Plant (PTAR) that treats wastewater to be fully reused for irrigating green areas. This closed-loop system minimizes our withdrawal from the local aquifer and ensures zero discharge of untreated water.

In addition to technical measures, InRetail continues to invest in raising awareness among employees. Training sessions focus on responsible water use, leak detection, and maintenance protocols, with active participation from store managers, maintenance teams, and food service staff to ensure operational excellence.

Action to improve wastewater quality

To reduce usage and protect wastewater quality, we rigorously conduct comprehensive audits of **Maximum Allowable Values (VMAs)** across all food establishments. This ensures regulatory compliance and directly mitigates contamination risks in the sewage network. Furthermore, our engagement with the supply chain helps minimize agrochemical runoff that could compromise local water quality.

Water Risks Management of Critical Suppliers in Water-Stressed Areas

We understand that our most significant water impact lies beyond our direct operations, primarily within our agricultural supply chain where water availability is critical for production. Therefore, our approach focuses on identifying high-risk areas and engaging with critical tier-1 suppliers to ensure resilience.

Risk Assessment and Monitoring: In 2025, we continued to utilize the WRI Aqueduct Water Risk Atlas to map and evaluate water stress levels across our critical agricultural suppliers. This assessment allows us to prioritize engagement with producers located in regions facing high baseline water stress or seasonal variability.

To ensure a comprehensive approach, our collaboration with suppliers specifically addresses the following risk categories:

Mitigating Risks Related to the Quantity and Quality of Water

By overlaying our risk data with sourcing volumes, we can identify "hotspots" where water scarcity (quantity) poses a material risk to business continuity. Aligned with our Sustainable Agriculture Policy, we encourage our suppliers—particularly those in the fresh food category—to adopt efficient irrigation technologies and water stewardship practices. To address water quality, we leverage globally recognized certifications such as Rainforest Alliance and GLOBAL G.A.P. These serve as proxies for compliance, ensuring that our partners manage water resources responsibly and minimize agrochemical runoffs that could compromise local water quality.

Mitigating Risks Related to Regulatory Changes or Pricing Structures

Through our supplier development programs, we provide guidance on sustainable farming techniques that optimize water usage. By proactively helping our agricultural partners reduce their reliance on high-volume water extraction, this collaborative approach not only mitigates direct supply chain risks but also increases our suppliers' resilience in the face of potential regulatory changes (e.g., stricter governmental water quotas) and fluctuations in water pricing structures.

Mitigating Risks Related to Stakeholder Conflicts

We recognize that severe water scarcity can pose a threat not only to our operations but also to community access. By ensuring our suppliers adopt efficient irrigation technologies and actively contributing to the long-term water security of the agricultural basins we rely on, we work to ensure equitable access to this vital resource, thereby proactively minimizing the risk of stakeholder or community conflicts over water in stressed regions.

Suppliers' exposure to water stress

% of agricultural products obtained in water stressed areas	2025
Livestock products	73%
Corn	100%
Rice	99.9%
Soybeans	32%
Sugar	74%
Cotton	100%

Application of water recycling

We are expanding our circular water strategy from retail to logistics:

- Greywater Reuse: Building on innovative efforts like the system implemented at Vivanda stores—where air conditioning condensate is recovered for use in sanitary facilities—we continue to seek opportunities for replication.

- Logistics (Closed-Loop): At the Pucusana Distribution Center, we operate a dedicated Water Treatment Plant (PTAR). This facility treats wastewater to be fully reused for irrigating green areas, creating a closed-loop system that minimizes our withdrawal from the local aquifer and ensures zero discharge of untreated water.

Awareness training

In addition to technical measures, InRetail continues to invest in human capital. We conduct training sessions focused on responsible water use, leak detection, and maintenance protocols, with active participation from store managers, maintenance teams, and food service staff to ensure operational excellence and a culture of conservation.

Waste Management

(GRI 306-1) (GRI 306-2) (GRI 306-3) (GRI 306-4) (GRI 306-5)

In a country where waste management presents significant challenges with Peru generating 23,000 tons of waste daily and a national recycling rate of only 2.1% InRetail serves as a catalyst for the circular economy. We actively address these issues through innovative strategies across all business units, tackling the critical lack of waste infrastructure, particularly in provinces outside of Lima, where improper disposal issues are most prevalent.

Progress and Impact 2025:

In 2025, we expanded our waste management coverage to 239 locations (90% coverage), up from 214 locations (84%) in 2024. Our results demonstrate the effectiveness of our comprehensive waste management plans:

- **Recycling Rate:** We achieved a recycling rate of 70%, recovering 17,019 tons of waste (compared to 14,776 tons in 2024).
- **Total Management:** We managed a total of 24,500 tons of waste, ensuring proper segregation and disposal.
- **Circular Economy Value:** The sale of recyclable materials generated S/ 4.6 million in revenue, reinforcing the financial viability of sustainable operations.

Waste audits

To ensure data accuracy and effective management, we prioritize rigorous auditing and measurement across our operations. In 2025, we expanded our waste measurement and management coverage to 92% of the platform.

- **Food Retail:** We continued to classify 100% of our known food losses by cause and lifecycle stage. This granular breakdown enables us to prioritize efforts in reducing waste and scaling rescue initiatives.
- **Shopping Malls:** We maintain a data-driven management approach through a centralized internal

registry. This system allows for detailed tracking of waste typology and weight across 20 of our malls, serving as the cornerstone for monitoring our reduction targets.

Action Plans to Reduce Waste Generation

Food Retail

- Comprehensive Waste Management Plan: Our core strategy focuses on the proper handling and recycling of materials across our operations. In 2025, we expanded our scope to 155 locations, achieving 95% coverage.
- Recicla Consciente Program: As our flagship stakeholder engagement initiative, this program drives environmental awareness and recycling culture on a national scale. In 2025, the program resulted in the recycling of 135.03 tons of materials, the formal training of 475 recyclers, and achieved a social media engagement of 3.4 MM users reached
- Other operational initiatives: To complement our core programs, we continuously deploy targeted circular efforts across our store network. These include reverse logistics through the Recicla Mass program, the transformation of organic waste into humus fertilizer in alliance with La Lombriz Feliz and Innova Schools, and our nationwide campaign to collect Waste Electrical and Electronic Equipment (WEEE).

Pharma

- Circular Logistics & Recicla Botica: Our strategy relies heavily on optimizing resources within our distribution network. Through Recicla Botica, we facilitate a circular model where 230 pharmacies return cardboard boxes for recycling or reuse. Furthermore, our robust Reverse Logistics program for pharmaceutical and consumer products prevents waste by retrieving items close to expiration or with external damage; by redirecting these to allied institutions, we successfully valorized S/ 1.69 million in donated products.
- Other Operational Initiatives: We continue to strengthen baseline environmental efforts by maintaining rigorous recycling operations at our distribution centers (recovering 527 tons of materials) and advancing our sustainable packaging goals, highlighted by the incorporation of FSC-certified paper bags in Farmacias Peruanas starting in October 2025.

Shopping Malls

Data-Driven Infrastructure: The cornerstone of our waste strategy is our centralized internal registry, which allows for the detailed tracking of waste typology and weight across 20 of our malls. This robust data collection, paired with standardized high-quality waste rooms and continuous tenant communication, has been instrumental in monitoring and achieving our 2025 reduction targets.

- Circular Alliances (Pacto): In 2025, Real Plaza strengthened its circular economy approach through a strategic alliance with Pacto, Oechsle's shared value project. We established a physical sales space at Real Plaza Primavera to promote products manufactured from recycled plastic and textile waste generated by the group. Beyond giving a second life to materials, Pacto creates meaningful employment opportunities for women in correctional facilities, who transform discarded garments into new products, supporting their social and economic reintegration through dignified work.
- Other Operational Initiatives: We continuously drive visitor and tenant participation to scale our impact.

Our malls feature smart recycling technologies like IRbin robots, which collected 1.8 tons of plastic, alongside sustained efforts to enforce organic waste separation in our food courts and the expansion of regional partnerships to ensure compliant disposal in provincial areas.

Waste generation

(GRI 301-1) (GRI 306-2) (GRI 306-3) (GRI 306-4) (GRI 306-5)

Quantify targets to minimize waste

In 2025, our comprehensive strategies delivered tangible results, achieving a recycling rate of 70% (17,052 tons) and generating S/ 4.6 million in revenue from recyclable materials. Demonstrating our commitment to continuous environmental improvement, we aim to increase our recycling rate to 73% in 2026.

Disposition of waste	Unit	2022	2023	2024	2025
Total waste generated	**Tons**	**13,171.0**	**15,646.8**	**20,835.3**	**25,327.08**
Food Retail	Tons	10,825.5	13,473.1	15,667.0	18,090.34
Pharma	Tons	1,881.3	825.1	947.3	1,439.83
Shopping Malls	Tons	464.2	1,348.7	4,221.0	5,796.91
Total waste recycled	**Tons**	**9,767.0**	**10,691.8**	**14,776.7**	**17,051.90**
Food Retail	Tons	7,817.7	9,725.4	12,122.0	13,729.11
Pharma	Tons	1,782.6	536.6	656.7	826.98
Shopping Malls	Tons	166.7	429.8	1,998.0	2,495.77
Total waste disposed in landfills	**Tons**	**3,404.0**	**4,964.9**	**6,058.6**	**8,275.22**
Food Retail	Tons	3,007.8	3,747.6	3,545.0	4,361.23
Pharma	Tons	98.7	298.4	290.6	612.85
Shopping Malls	Tons	297.5	918.9	2,223.0	3,301.14

By 2025, we reached 92% coverage in waste measurement and management at the InRetail level, strengthening our commitment to a more sustainable operation.

As a result, we recycled more than 17,000 tons of waste and treated more than 749 tons through composting processes. We also properly managed more than 31.7 tons of hazardous waste and recycled more than 14.3 tons of waste electrical and electronic equipment (WEEE).

Indicator	Unit	2022	2023	2024	2025	Goal 2025
Calculation of known decline	Tons	19,919.00	21,933.22	22,940.32	24,460.75	25,007.24
Total calculation donated (food)	Tons	11,787.29	11,743.94	12,444.97	13,228.96	13,503.91
Calculation for composting	Tons	2.18	1.08	1.61	1.62	1.60
Total discarded	Tons	8,129.53	10,189.28	10,495.35	11,231.79	11,503.33
Total amount donated (food)	s/	63,297,756.39	63,064,939.19	66,829,506.42	71,039,529.54	-
Intensity (food loss/food sales)	#	0.015	0.016	0.015	0.015	0.016

Food Waste Management: Reducing and Repurposing

Food Retail

In 2025, we continued to classify 100% of our known food losses by cause and lifecycle stage to drive data-informed decision-making. Most of the food loss occurred at the retail level (stores) and was attributed to the following categories:

- Food donations: 33.2% - Surplus products redirected to the Food Bank of Peru and partner organizations before expiration.
- Product expiration: 39.4% - Unsold goods reaching their expiry date.
- Breakage: 8.5% - Damage incurred during storage or transport.
- Theft, quality issues, and other causes: 18.9% - Includes administrative errors, infestations, or legal disposal.

- This granular breakdown enables us to prioritize our efforts in reducing food waste and scaling food rescue initiatives. A significant portion of our recorded shrinkage was repurposed for donation, reinforcing our commitment to circularity and community well-being.

Investment in innovation and R&D to minimize waste

Implementing Technology and Improving Processes: We leverage advanced data analytics to prevent waste at the source:

- Advanced Store Replenishment System: This system optimizes inventory by analyzing location-specific sales data, SKUs, and stock levels, ensuring accurate replenishment to minimize shrinkage at the store level.
- Advanced Warehouse Replenishment System: Manages Distribution Center (DC) stock by predicting demand and ensuring precise transfers from the DC to stores, reducing surplus and preventing waste upstream.
- Blue Yonder - Luminate: We continue to utilize this advanced replenishment system for the Fresh category. It uses Artificial Intelligence (AI) and Machine Learning (ML) to forecast demand with higher accuracy by incorporating factors like temperature, price fluctuations, and local events. This minimizes shrinkage across sensitive categories such as fruits, vegetables, cold cuts, and prepared meals.

Integration of recycling programs to reduce waste

Rescuing Food to Prevent Waste:

- Bueno por Dentro (BxD) Program: This flagship initiative focuses on donating food in good condition to social organizations that provide continuous meals to children, the elderly, and vulnerable women. In 2025, the program expanded its reach to 19 regions and 103 districts, working with 228 social organizations.

Results of Food Waste Initiatives

The Bueno por Dentro program achieved significant impact in 2025, rescuing and donating food valued at S/ 72.5 million.

- Volume: These efforts successfully rescued and donated 18.8 million rations.
- Impact: The program provided crucial support to 95,984 beneficiaries in 19 regions across the country, while significantly reducing the volume of waste sent to landfills.

Waste reduction training

Education is key to sustaining our waste management culture:

- Food Rescue Training: To ensure safety in our Bueno por Dentro program, we implemented a Virtual Good Food Handling Practices (BPMA) Course, delivering over 1,700 hours of training to social organizations. This improved food management practices in 59.7% of participating entities.

- Recicla Consciente: This program continues to drive recycling culture, resulting in the training of 475 recyclers in 2025.

- Tenant Education: In our Shopping Malls, we educate tenants on proper separation practices (including organic waste) and run communication campaigns to ensure alignment with our protocols.

Waste diversion from landfill

Our commitment to proper disposal is reflected in our diversion metrics. In 2025, we successfully diverted more than 17,000 tons of waste from landfills through recycling.

- **Pharma:** We successfully recycled 527 tons of materials across our distribution centers.
- **Shopping Malls:** Through our standardized infrastructure and tenant engagement, we recycled 1,998 tons of waste.
- **Food Retail:** We achieved a diversion of 12,122.0 tons through recycling programs.
- **Food Loss Breakdown:** Our data-driven approach attributes food loss to specific causes, with 33.2% redirected to donations (Food Bank of Peru and Inspira) before expiration, ensuring it does not become waste.

Packaging

(GRI 301-3)

InRetail is committed to reducing the environmental impact of packaging through sustainable innovations and eco-friendly practices. In 2025, we advanced significantly in our data-driven approach to packaging sustainability.

As part of the platform strategy towards 2030, InRetail developed a Packaging Manual for the commercial and product development departments, which includes a guide of recommended material types, eco-design guidelines, and an overall route towards achieving the 2030 goals.

Plastic packaging	Unit	2022	2023	2024	2025	Target for FY 2025
Total weight (tonnes) of all plastic packaging	tons	1,558.90	1,917.45	1,470.70	1,453.57	1,600.00
Percentage of recyclable plastic packaging	%	71%	71%	62%	41%	40%

Percentage of compostable plastic packaging	%	29%	27%	37%	59%	47%
Percentage of recycled content within the company's plastic packaging	%	15%	12%	0.03%	0.03%	0.02%

* Since 2024, the methodology used to calculate the total weight of plastic and recyclable plastic has been adjusted. However, the data coverage remains the same as the previous year. Previously, the calculation was based on data from a Life Cycle Assessment (LCA); however, this variable was replaced by a more accurate calculation based on the plastic content of the Top 29 SKUs from SPSA and Top 20 SKUs from FAPE, selected based on units sold and their correlation with sales value. In addition, in 2025, sales of products containing recyclable materials decreased, resulting in a lower reported percentage compared to the previous year.

Packaging materials	2025 (tons)	Percentage of materials used that comes from recycled sources
Wood & Paper fiber packaging	1,126.74	14.00%
Metal packaging	249.73	0.01%
Glass packaging	0.00	0.00%

Food Retail

In 2025, our Food Retail unit (plazaVea, Vivanda, Makro, and Mass) took a decisive step from transitioning materials to scientifically evaluating them. While we continue to shift towards biodegradable and compostable options for select products, our focus has evolved towards a data-driven optimization of our private label portfolio.

Packaging Traffic Light Project

We implemented a "Packaging Semaphorization" methodology to rigorously evaluate the composition of our product packaging. This allows us to classify SKUs based on their recyclability and environmental impact.

- **Data Coverage:** We successfully initiated data collection for Supermercados Peruanos S.A. (SPSA), achieving a coverage of 30% of all private label SKUs. Our Pharma division achieved an outstanding 80% data coverage for its total private label portfolio.
- **Performance:** The initial diagnosis yielded promising results, with 47% of the evaluated SKUs receiving a "Good" sustainability rating and 14% an “Average” rating. The remaining 39% rated as "Bad" have now been identified for specific improvement plans.

Commitment to Global Standards

We maintain our adherence to the **Golden Design Rules** established by The Consumer Goods Forum, a commitment SPSA has upheld since 2022. By following these industry standards, we ensure that our packaging reduction programs optimize design, enhance recyclability, and reduce environmental impact without compromising product quality.

Recicla Consciente:

Through the Recicla Consciente program, implemented across plazaVea, Vivanda, and Makro, we continue to operate the largest recycling network in Peru. This initiative goes beyond simple collection; it plays a crucial role in formalizing the recycling ecosystem and conducting brand audits to identify market leaders in recyclability.

"Recicla Consciente" Program Milestones in 2025:

- 25 associated companies committed to the initiative.
- More than 135 tons of material recycled.
- 59 recycling stations operational in Arequipa, Ica, Junín, Lima, and Piura.
- 456 recyclers trained, significantly strengthening the formal value chain.
- More than 3.4 million users reached through social networks.
- 192 certified recyclers and 130 digital volunteers engaged.

Recicla Mass

Complementing our efforts in the hard discount format, the Recicla Mass program continues to drive our reverse logistics strategy. It encourages customers to return packaging for recycling, fostering an active partnership between the store and the community to close the waste loop effectively.

<u>Pharma</u>

Reusable Packaging & Logistics

Our Pharma operations prioritize the circularity of transport packaging to minimize single-use materials in our logistics network. By maximizing the use of reusable boxes and trays, we continue to drive efficiency. In 2025, our recycling rate for these operations reached 71.7**%**, maintaining our trajectory towards our 2030 goals. Additionally, we managed to recycle 827 **tons** of materials, reaffirming our operational commitment to sustainability.

Sustainable Products & Materials

We are accelerating the shift towards eco-friendly packaging through our private labels and operations:

- **Eco-Friendly Growth:** Sales of our sustainable private label products—specifically under the Cluny and Agrado Nature brands—grew by over 14% in 2025, reaching more than S/ 16 million. Agrado Nature products feature 100% recyclable packaging, while Cluny offers vegan, cruelty-free formulations.
- **Certified Sourcing:** A major milestone was achieved in October 2025 with the incorporation of FSC-certified paper bags in Farmacias Peruanas, ensuring that our customer-facing packaging supports responsible forest management.

Strengthening Compliance: Supplier Engagement

To further enhance packaging sustainability and align with regulatory standards, we continue to enforce high standards for environmental claims.

- **Verification:** We maintain our rigorous diagnostic process for own-brand products, reviewing supplier datasheets against our sustainability matrices to validate compliance.
- **Labeling:** Our established guidelines ensure that every eco-friendly claim made on our packaging—such as those on our Agrado Nature and Cluny lines—is substantiated and validated upon product arrival.

Shopping Malls

Green Packaging Awareness & Alliances

Real Plaza continues to drive sustainability within its commercial ecosystem. In 2025, we fostered circular alliances by providing physical retail space at Real Plaza Primavera for **Metamorfosis**, a social enterprise dedicated to transforming plastic and textile waste into new remanufactured products. Furthermore, we actively collaborate with our tenants in food courts and retail spaces to promote the transition toward sustainable packaging alternatives.

We actively work with tenants in food courts and retail spaces to promote the transition towards sustainable alternatives.

Recycling Stations

Our malls facilitate responsible disposal through dedicated collection points. These stations allow visitors to segregate materials like PET plastics and paper, ensuring they are diverted from landfills. In 2025, these efforts contributed to the collection of 2.4 **tons** of recyclable material across our network.

Goals for 2026 and Beyond

Having met key milestones in 2025, such as the implementation of the evaluation methodology, our focus shifts to scaling these achievements:

- **Scale Semaphorization:** Expand the coverage of our packaging evaluation methodology to reach **100%** of private label SKUs.
- **Material Transition:** Accelerate the substitution of "Red" category packaging identified in our 2025

diagnosis towards biodegradable, compostable, or recyclable alternatives.

- **Pharma Leadership:** Continue to reduce packaging waste in Pharma operations, aiming for a **15% reduction** through enhanced reusability.
- **Culture:** Deepen tenant and customer education programs to drive collective impact in our shopping malls.
- **Long-term Vision:** Beyond our 2030 pledges, we are implementing a tactical roadmap to drive systemic change. In 2025/2026, we are prioritizing supplier alignment through the development of a Sustainable Packaging Manual, complemented by best-practice workshops and specialized training for our commercial teams. This foundational work, powered by our ongoing data collection, will enable us to establish specific, evidence-based reduction targets for prioritized packaging materials in the long term.
- **Targets:** We have set specific long-term targets regarding this vision:
  - 0% of our private label brands' packaging will be classified as red by 2030.
  - 100% of our private label brands' packaging will be made from recyclable, reusable, or compostable materials by 2035.
  - 100% of our private label brands' plastic packaging will contain at least 25% post-consumer recycled (PCR) material.

Sustainable Mobility

We are committed to advancing eco-friendly mobility solutions that reduce environmental impact while driving innovation and operational efficiency. By integrating sustainable practices into our transportation and logistics systems, we contribute to a cleaner future.

Logistics Optimization: Our logistics teams focus on reducing fuel consumption and emissions by optimizing delivery routes and ensuring efficient vehicle maintenance. We actively collaborate with logistics providers to enhance load efficiency, reducing empty trips and overall emissions in the distribution network. In 2025, the Carbon Footprint Squads specifically targeted the logistics front to identify further reduction projects. In 2025, our Logistics Squad spearheaded three high-impact pilot projects to actively decarbonize our value chain.

Systems and Technology: We enhanced routing optimization through the Oracle Transportation Management (OTM) software. This platform reached a 99% functional usage rate in plazaVea and Mass, 90% in Promart, and 30% in Farmacias Peruanas.

Sustainable Transport: We are actively transitioning our distribution fleet from Distribution Centers to stores towards CNG (GNV) and LPG (GLP) vehicles. We are currently measuring the environmental impact of 11 sustainable fleet units operated by OSLO.

Cargo Consolidation: Leveraging OSLO as an operator, we implemented a multi-company maritime cargo consolidation project. By successfully managing 3 consolidated shipments, we achieved a 14% cost savings on the first shipment and consolidated a volume of 57 cbm.

Electromovility and Micro-mobility:

- **EV Charging:** We continue to support the transition to cleaner transportation by maintaining and expanding electric vehicle charging stations across our shopping centers.

- **Japi Bici:** This campaign supports eco-friendly commuting by providing bicycle parking and scooter charging stations at our malls, encouraging visitors and employees to choose sustainable transport modes.
- **Last Mile:** In Pharma operations, we promote sustainable delivery methods in Lima Moderna, utilizing bicycles, scooters, and electric motorcycles to minimize the urban carbon footprint. In 2025, 55,568 orders were delivered with this method.

Sustainable Agriculture

At InRetail Perú Corp., we promote sustainable farming practices that protect the environment, enhance biodiversity, and support farmer livelihoods. Our publicly available Sustainable Agriculture Policy serves as the foundation for our efforts, outlining key commitments such as Zero Deforestation, Water Stewardship, and Pesticide Management.

Scope of our Commitment

Our group-wide commitment to sustainable agriculture encompasses the sourcing and production of soft commodities, ingredients derived from soft commodities, and products containing them. To ensure end-to-end responsibility, the requirements outlined in our policy are mandated across:

- **Own Production:** Integrating sustainable agricultural standards directly into our operational and private-label development processes.
- **Tier 1 Suppliers:** Mandating our direct agricultural suppliers and strategic partners to comply with our sustainability, deforestation-free, and ethical farming standards.
- **Non-Tier 1 Suppliers:** Extending our traceability efforts and agricultural expectations deeper into our value chain, ensuring that indirect suppliers and producers of critical raw materials also align with our policy.

Key Topics and Action Programs

Our policy translates into concrete actions through targeted supply chain initiatives, specifically including:

- **Programs to reduce water consumption:** Under our Water Stewardship commitment, we actively collaborate with our agricultural suppliers—particularly in the fresh food category—requiring them to adopt efficient irrigation technologies and water management practices to minimize water extraction in high-stress basins.

Agricultural crops	Amount (metric tonnes)	Certifications	Type of certification	% of certified products
Soy	24,196.97	Roundtable on Responsible Soy (RTRS)	Leading certification	6%

Sugar	23,418.29	BonSucro, FSSC 22000 v6 e ISO 9001, International Sustainability & Carbon Certification (ISCC EU / ISCC+)	Leading certification and other certifications	41%
Cocoa	1,659.96	Roundtable on Sustainable Palm Oil (RSPO), Rainforest Alliance incl. UTZ Global de Seguridad Alimentaria (GFSI)	Other certifications	44%
Coffee	915.6	Rainforest Alliance, Common Code for the Coffee Community (4C), USDA Organic	Leading certification and other certifications	39%
Cereals	5,770.83	FSA Gold (Sustainable Agriculture Initiative - SAI Platform), GlobalG.A.P.	Leading certification and other certifications	24%

Key Initiatives:

- **Certifications:** We prioritize sourcing agricultural products from suppliers who adhere to sustainable practices. We work closely with suppliers to achieve certifications such as Rainforest Alliance and Fairtrade for critical commodities like soy, sugar, cocoa, and coffee.
- **Animal Welfare:** Our Corporate Animal Welfare Policy ensures humane treatment across the supply chain. We enforce zero tolerance for animal cruelty and require strict compliance with animal welfare certifications from our suppliers.
- **Vegan and Cruelty-Free:** Our private brands embody our values; for instance, Pharma brands ensure high percentages of vegan ingredients and abstain entirely from animal testing.

Animal Welfare

InRetail Perú Corp. is committed to maintaining high animal welfare standards across its operations and supply chain. Through ethical practices and strong partnerships, we ensure humane treatment and align with global benchmarks in animal care and environmental responsibility.

Our Corporate Animal Welfare Policy defines the principles and actions guiding this commitment, reinforcing transparency and accountability with all stakeholders.

Key Principles of the Policy

- Zero Tolerance for Animal Cruelty: We enforce stringent guidelines to guarantee the well-being and humane handling of animals during farming, transportation, and processing.
- Mandatory Certifications and Compliance: All suppliers, including international providers, are required to meet strict animal welfare certifications and health authorizations, ensuring that their practices align with ethical standards.
- Continuous Improvement: Our policy promotes ongoing training and development for suppliers, empowering them to implement best practices in animal welfare and sustainable livestock management.
- Shared Responsibility: By collaborating closely with suppliers, we ensure accountability and uphold our commitment to creating a supply chain rooted in ethical and sustainable practices.

Key initiatives 2025:

Sustainable Livestock Practices: Suppliers, including international providers, are trained to adopt sustainable and ethical practices. These not only prioritize animal welfare but also minimize greenhouse gas emissions and enhance food safety standards.

Inspection and Certification: Suppliers must adhere to strict regulations, including health authorizations and international certifications. For meat production, suppliers such as Esmeralda meet key welfare requirements like providing rest corrals and complying with mandatory rest periods for animals.

Agroexporter Standards: We collaborate with national agro-exporters who bring extensive certifications, ensuring that both local and imported products align with sustainability and welfare standards.

Unannounced Audits: Suppliers are subject to regular unannounced audits to ensure adherence to our Animal Welfare Policy. When non-compliance is detected, corrective action plans are implemented to raise standards without immediately ending partnerships—unless there is evidence of corruption, which results in immediate suspension.

Audits are conducted by two independent certification companies, verifying compliance with the following standards:

- Hygienic sanitary inspections.
- Review of technical parameters established in the certifications (organic certification).
- Criteria for product acceptance.
- List of genetically modified products (GMO).
- Organic products must have a valid certificate.
- In the case of national suppliers, SENASA sanitary authorization is required, and for imported products, plant certificates issued by the applicable entity are requested.
- Backup analysis for healthy food products.

Alignment with International Practices

- Compliance with Laws and Certifications: Suppliers adhere to international welfare standards, such as Brazil's animal welfare legislation, and undergo regular health inspections to prevent disease outbreaks.
- Regionalization Strategy: A regional purchasing approach for categories like meat, fish, and produce reduces logistics risks, ensures freshness, and supports smaller distribution centers across provinces.

Livestock Products Certified by 2025 - Animal Welfare

Animal product	Amount (metric tonnes)	Certifications	Type of certification	% of certified products
Dairy products	2,917.70	GlobalG.A.P. (Global Good Agricultural Practice), Roundtable on Sustainable Palm Oil (RSPO), BonSucro	Leading certification and other certifications	41%
Pork products	4,701.47	Roundtable on Responsible Soy (RTRS) / Insumos Importados, Sistema HACCP y Habilitación Sanitaria", Official Technical Validation of the HACCP Plan (DIGESA), Roundtable on Sustainable Palm Oil (RSPO)	Other certifications	32%
Poultry products	14,058.78	GlobalG.A.P. (Global Good Agricultural Practice), Roundtable on Responsible Soy (RTRS) / Proterra	Leading certification and other certifications	56%

Wild fishery products	3,313.23	Marine Stewardship Council (MSC), Aquaculture Stewardship Council (ASC), Best Aquaculture Practices (BAP), Friend of the Sea (FOS)	Leading certification and other certifications	37%

Biodiversity

(GRI 101-1) (GRI 101-2)

Biodiversity preservation is central to our sustainability strategy. At InRetail Perú Corp., we recognize that our operations and supply chain interact with natural ecosystems, and we take proactive steps to minimize ecosystem risks.

Corporate Biodiversity Commitment

We are guided by a publicly available Corporate Biodiversity Policy that establishes our group-wide pledges. To ensure a comprehensive approach, the scope of this commitment explicitly covers our own operations, suppliers, and strategic partners.

Our policy covers the following critical aspects:

- **Net Positive Impact & No Net Loss:** We define biodiversity-related targets for priority areas to work towards *no net loss*, and we are formally committed to achieving a Net Positive Impact (NPI) on biodiversity in our operations over the long term.
- **Value Chain Protection:** We require our entire value chain to avoid operational activities near sites containing globally or nationally important biodiversity.
- **Action & Engagement:** Our commitment mandates the application of a strict mitigation hierarchy, the execution of robust biodiversity risk assessments, and continuous engagement with stakeholders (including communities and suppliers) on biodiversity preservation.

Biodiversity Risk Assessment Process and Scope

We have completed a comprehensive biodiversity risk assessment covering all relevant activities. Crucially, this biodiversity risk assessment is fully integrated into our multi-disciplinary, company-wide Corporate Risk Management processes.

Scope of Assessment: The scope of our biodiversity risk assessment is publicly reported and encompasses:

- **Our own operations**.
- **Adjacent areas to our own operations** (such as the Pantanos de Villa wetland).
- **Upstream activities** (our agricultural and product supply chain).
- **Downstream activities** (logistics and waste generation).

Methodology and Location-Specific Approach: The company publicly reports on the process steps of its biodiversity risk assessment. We utilize a location-specific approach by employing the Integrated Biodiversity Assessment Tool (iBAT) to ensure our operations do not encroach upon protected natural areas. The overarching process is guided by the LEAP Methodology from the TNFD (Taskforce on Nature-related Financial Disclosures) to assess, manage, and mitigate risks.

Dependencies and Impacts:

Our assessment rigorously evaluates both sides of our relationship with nature:

- **Dependency-related biodiversity risks:** We assess our business reliance on critical ecosystem services, such as water availability and soil quality for our agricultural supply chain.
- **Impact-related biodiversity risks:** We systematically identify how our operations affect ecosystems. Key identified risks include habitat fragmentation, introduction of invasive species, solid waste generation, vehicle emissions, habitat alteration, and impacts on water quality.

Business Units Included in Biodiversity Risk Analysis

In 2025, operations in our Pantanos de Villa distribution center ended, located in a local wetland in Lima. This site was the only one that posed a risk to biodiversity in InRetail's operations. Thus, mitigitating the overall impact in biodiversity.

Biodiversity Exposure and Assessment (2025)	# sites	Land area (hectares)
Total	4,311	221.45
Evaluated	4,311	221.45
Exposed	0	0
With management plan	0	0

*In 2025, the operations of the only site that posed a risk to biodiversity ended.

Impact Prevention Plan (Mitigation Hierarchy)

Based on the LEAP methodology, we address our direct and indirect risks by applying a strict mitigation hierarchy:

- **Avoid:** We enforce a Corporate Policy of No Deforestation to promote the purchase of commodities with environmental certifications. We conduct environmental monitoring near sensitive areas like the

Pantanos de Villa Wetland, and we deliberately construct new warehouses away from environmentally sensitive areas.

- **Reduce:** We optimize distribution routes to reduce fuel consumption and enforce a Corporate Animal Welfare Policy across the supply chain. In 2025, we actively trained suppliers in Regenerative Practices to minimize agricultural footprints.
- **Restore and Regenerate:** We engage in active restoration through community cleanup campaigns, such beach cleaning initiatives, removing tons of waste to protect marine ecosystems. Furthermore, we implement urban bio-gardens to foster community engagement and local ecosystem restoration

Business Unit Initiatives

- **Food Retail:** Focuses on training suppliers in sustainable practices and maintaining a deforestation-free supply chain.
- **Pharma:** Ensures biodiversity conservation near the Villa Wetlands through monitoring and waste management.
- **Shopping Centers:** Implements urban biodiversity initiatives, including recycling programs and promoting sustainable practices among visitors.

Annex I: Human Resources

HR Team composition

Business Unit	# of employees census in 2025	% of employees census in 2025
Food Retail	3,013	11.4%
Pharma Retail and Distribution	3,630	18,2%
Shopping Malls	229	44.3%

*Data were calculated based on the results of the ELSA 2025 survey.

Perception of the respondents

Questions	Food Retail	Pharma Retail	Shopping Malls
"Effective action is being taken against the harassment or sexual harassment in my work"	81%	70%	90%
"HSL is not tolerated in my work environment"	80%	71%	87%

*Data were calculated based on the results of the ELSA 2025 survey.

Training topics by business unit

Topics	Food Retail			Pharma Retail and Distribution			Shopping Malls			Total
	2023	2024	2025	2023	2024	2025	2023	2024	2025	2025
Diversity	1,120	0	0	0	0	31	527	361	524	555
Unconscious Bias	450	0	0	0	0	173	527	0	477	650
Sexual Harassment	18,933	29,116	9,561	9,423	17,589	22,416	527	445	535	32,512

Employees by business unit to 2025

Employees by business unit to 2025			
Business unit	**Men**	**Women**	**Total**
Food Retail	12,817	13,657	26,474
Pharma Retail and Distribution	3,607	16,313	19,920
Shopping Malls	307	210	517
Digital	218	227	445
Total	**16,949**	**30,407**	**47,356**

FTE per unit of business

FTE per Unit of business	At year-end 2022	At year-end 2023	At year-end 2024	At year-end 2025
Food Retail	18,276	18,503	21,059	19,869
Pharma Retail and Distribution	20,887	20,504	19,248	20,044
Shopping Malls	459	492	476	517
Digital	397	425	481	438
FTE Total	**40,018**	**39,924**	**41,264**	**40,868**

Gender representation by roles and positions within the company

Indicator	2022		2023		2024		2025	
	Men	Women	Men	Women	Men	Women	Men	Women
Total employees	38.79%	61.21%	38.35%	61.65%	37.60%	62.40%	35.79%	64.21%
All Management Positions (junior, middle and senior)	46.43%	53.57%	53.55%	46.45%	54.66%	45.43%	55.34%	44.66%

Junior Management Positions	44.96%	55.04%	48.33%	51.67%	49.74%	50.26%	46.99%	53.01%
Middle Management Positions	62.96%	37.04%	61.22%	38.78%	58.85%	41.15%	62.42%	37.58%
Senior Management Positions	61.02%	38.98%	63.64%	36.36%	68.89%	31.11%	43.47%	56.53%
Management in income-generating areas	66.67%	33.33%	46.15%	53.85%	54.55%	45.45%	57.25%	42.75%

Compensation ratio by employment level

Compensation ratio by employment level	
Level	**Compensation Ratio**
Executive (base salary)	0.82%
Executive (base salary + incentives)	0.80%
Management (base salary)	0.95%
Management (base salary + incentives)	0.95%
Non-managerial (base salary)	0.84%
Average	**0.87%**
Scope	**100 %**

Women in STEM positions

Indicator	2022		2023		2024		2025	
	Men	Women	Men	Women	Men	Women	Men	Women
Management in STEM areas	71.22%	28.78%	67.44%	32.56%	66.85%	33.15%	63.01%	36.99%
Total positions in STEM areas	35.27%	64.73%	34.62%	65.38%	32.80%	67.20%	30.14%	69.86%

*The figures for 2022–2025 were updated due to a methodological adjustment in the definition of areas considered STEM, with the aim of improving their accuracy and traceability going forward.

Employees of the LGBTIQ+ community

Employees of the LGBTIQ+ community				
Business unit	**2022**	**2023**	**2024**	**2025**
Food Retail	710	710	1,314	629
Pharma Retail and Distribution	136	307	55	213
Shopping malls	16	8	7	9
Digital	-	12	12	13
Total	**862**	**1,037**	**1,388**	**864**

*Data were calculated based on the results of the 2025 Census.

Employees with disabilities

Employees with disabilities					
Business unit	**Gender**	**2022**	**2023**	**2024**	**2025**
Food Retail	Male	69	82	101	114
	Female	37	47	49	52
Pharma Retail and Distribution	Male	16	22	20	18
	Female	11	14	12	18
Shopping Malls	Male	0	0	1	2
	Female	0	0	0	0
Total	**Male**	**85**	**104**	**122**	**134**
	Female	**48**	**61**	**61**	**70**

Percentage of employees by age group

Percentage of employees by age group				
Age group	**2022**	**2023**	**2024**	**2025**
< 30 years	51.70%	50.53%	51.29%	52.72%
Between 30 and 50 years old	44.27%	44.93%	43.83%	42.07%
> 50 years	4.03%	4.54%	4.87%	5.21%

Employees by Nationality

Employees by Nationality								
Nationality	2022		2023		2024		2025	
	Total	%	Total	%	Total	%	Total	%
Peru	43,817	99.78%	43,446	99.80%	45,266	99.83%	47,290	99.86%
Argentina	12	0.03%	12	0.03%	11	0.02%	12	0.03%
Chile	9	0.02%	7	0.02%	11	0.02%	10	0.02%
Colombia	8	0.02%	9	0.02%	9	0.02%	6	0.01%
Venezuela	58	0.13%	49	0.11%	40	0.09%	32	0.07%
Brazil	3	0.01%	4	0.01%	1	0.00%	1	0.00%
Ecuador	1	0.00%	1	0.00%	1	0.00%	1	0.00%
Spain	2	0.00%	2	0.00%	2	0.00%	2	0.00%
France	1	0.00%	1	0.00%	1	0.00%	1	0.00%
Bolivia	1	0.00%	1	0.00%	0	0.00%	0	0.00%
Ukraine	1	0.00%	1	0.00%	1	0.00%	0	0.00%
Other	0	0.00%	0	0.00%	0	0.00%	1	0.00%
TOTAL	**43,913**	**100%**	**43,553**	**100%**	**45,343**	**100%**	**47,356**	**100%**

Employees by Nationality: Share in all management positions

Nationalities	Total	Participation in all management positions, including junior, middle, and senior management
Peruvian	2,415	98.57%
Argentinian	14	0.57%
Chilean	6	0.24%
Venezuelan	7	0.29%
Colombian	5	0.20%
Brazilian	2	0.08%
Spanish	1	0.04%

Employees hired by minority group

Employees hired by minority group		
Minority group	Gender	2025
Afro descendants	Man	240

	Woman	274
Asians	Man	67
	Woman	55
Indigenous people of the Amazon	Man	67
	Woman	113
Quechua, Aymara or other Andean native peoples	Man	481
	Woman	1542

*Data for these minority groups were calculated based on an internal census rather than on hired employees.

Employees by región

Employees by region									
Business unit	Gender	2022		2023		2024		2025	
		Lima	Provinces	Lima	Provinces	Lima	Provinces	Lima	Provinces
Food Retail	Man	7,663	3,825	7,646	3,809	8.402	4,497	7,455	5,362
	Woman	7,448	3,302	7,492	3,236	8,438	3,786	8,755	4,902
Pharma Retail and Distribution	Man	3,014	2,090	3,276	1,495	2,213	1401	2,109	1,498
	Woman	7,170	8,615	8,103	7,639	7,658	7,974	7,964	8,349
Shopping Malls	Man	203	78	198	103	183	104	201	106
	Woman	151	27	161	30	162	27	180	30
Digital	Man	148	14	167	-	243	-	218	-
	Woman	148	17	179	-	250	-	227	-
Total	**Man**	**11,028**	**6,007**	**11,287**	**5,407**	**11,041**	**6,007**	**9,983**	**6,966**
	Woman	**14,917**	**11,961**	**15,935**	**10,905**	**16,508**	**11,787**	**17,126**	**13,281**

Contractors by business unit

Contractors by business unit				
Business unit	2022	2023	2024	2025
Food Retail	2,600	2,435	2,281	6,402
Pharma Retail and Distribution	3,925	3,852	1,187	1,093
Shopping Malls	845	732	1,252	1,388
Total	**7,694**	**7,019**	**4,720**	**8,883**

Full and part-time employees

Full and part-time employees		
Business unit	Full time	Part time
Food Retail	13,264	13,210
Pharma Retail and Distribution	19,904	16
Shopping Malls	517	-
Digital	430	15
Total	**34,115**	**13,241**

Employees by age group

Employees by age group in each business unit													
Business unit	Gender	2022			2023			2024			2025		
		< 30	Between 30 and 50	>50	< 30	Between 30 and 50	>50	< 30	Between 30 and 50	>50	< 30	Between 30 and 50	>50
Food Retail	Men	6,872	3,353	263	7,761	3,409	285	9,011	3,952	296	9,269	3,213	335
	Women	6,782	3,683	285	6,574	3,829	325	7,467	4,362	395	8,626	4,545	486
IR Pharma	Men	1,773	2,973	358	1,672	2,731	368	1,124	5,426	360	1,250	1,992	365
	Women	6,087	8,921	837	5,745	9,033	964	2,135	9,099	1,107	5,589	9,504	1,220
Shopping Malls	Men	57	1,203	21	56	219	26	48	217	22	51	230	26
	Women	47	126	5	51	135	5	49	137	3	68	137	5
Digital	Men	54	108	0	53	113	1	62	162	19	50	149	19
	Women	93	72	0	86	92	1	70	172	8	61	155	11
Total	**Men**	**9,796**	**6,637**	**642**	**9,542**	**6,472**	**680**	**10,245**	**9,757**	**697**	**10,620**	**5,584**	**745**
	Women	**12,909**	**12,802**	**1,127**	**12,456**	**13,089**	**1,295**	**9,721**	**13,770**	**1,532**	**14,344**	**14,341**	**1,722**

Hiring by Business Unit

Hiring by Business Unit								
Business unit	2022		2023		2024		2025	
	Men	Women	Men	Women	Men	Women	Men	Women
Food Retail	8,843	7,488	9,461	8,179	11,717	10,229	12,492	12,478
Pharma Retail and Distribution	3,099	6,092	2,364	5,814	1,870	5,608	1,667	6,766
Shopping Malls	79	53	83	63	63	41	109	61
Digital	97	91	78	91	81	112	57	81
Total	**12,118**	**13,724**	**11,986**	**14,147**	**13,731**	**15,990**	**14,325**	**19,386**
		25,842		**26,133**		**29,721**		**33,711**

Hiring by gender and age range

Business Unit	2023						2024						2025					
	< 30 years old		Between 30 and 50		> 50 years old		< 30 years old		Between 30 and 50		> 50 years old		< 30 years old		Between 30 and 50		> 50 years old	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Food Retail	8,28	6,699	1,162	1,455	19	25	10,263	8,284	1,416	1,958	38	57	11,222	10,138	1,213	2,243	57	97
IR Pharma	1,449	3,582	848	2,165	1	67	1,064	3,322	736	2,163	70	123	1,052	3,988	582	2,661	33	117
Shopping Malls	30	29	52	34	1	0	16	23	46	18	1	0	38	40	68	21	3	0
Digital	38	51	40	40	0	0	41	47	40	63	0	2	35	40	22	40	0	1
Total InRetail	**9,797**	**10,361**	**2,102**	**3,694**	**87**	**92**	**11,431**	**11,676**	**2,238**	**4,202**	**109**	**182**	**12,347**	**14,206**	**1,885**	**4,965**	**93**	**215**
		20,158		**5,796**		**179**		**23,107**		**6,44**		**291**		**26,553**		**6,850**		**308**

Average annual turnover and voluntary turnover

Full and part-time employees		
2022	Total turnover	43.07%
	Voluntary turnover	28.04%
2023	Total turnover	57.70%
	Voluntary turnover	39.27%
2024	Total turnover	45.77%
	Voluntary turnover	28.54%

2025		
	Total turnover	48.09%
	Voluntary turnover	35.15%

Average annual rotations by gender and age range

Business Unit	2025					
	Number of employees < 30 years old		Number of employees between 30 and 50		Number of employees >50	
	Men	Women	Men	Women	Men	Women
SPSA	103,78%	97,68%	52,32%	47,53%	24,03%	17,51%
IR Pharma	58,17%	52,11%	31,70%	28,49%	16,36%	15,30%
Real Plaza	36,43%	14,42%	26,63%	20,12%	9,09%	25,00%
IXP	47,35%	48,79%	29,55%	41,78%	0,00%	0,00%
IR	29,38%	47,54%	12,19%	11,49%	11,44%	0,00%
Total InRetail	**97,66%**	**77,86%**	**43,41%**	**34,38%**	**19,39%**	**15,82%**
	86,46%		**37,04%**		**16,93%**	

* Digital business unit is made up of IXP and IR.

Average annual turnover by gender and level

Business Unit	2025					
	Senior Management		Middle Management		Junior Management	
	Men	Women	Men	Women	Men	Women
SPSA	13,33%	13,18%	17,97%	14,78%	49,69%	38,86%
IR Pharma	8,38%	6,43%	15,03%	12,43%	22,73%	25,29%
Real Plaza	5,88%	0,00%	15,51%	14,30%	13,40%	22,72%
IXP	16,67%	33,33%	28,03%	36,67%	20,00%	72,62%
IR	9,09%	0,00%	14,96%	0,00%	0,00%	0,00%
Total InRetail	**11,58%**	**9,51%**	**16,44%**	**12,85%**	**45,99%**	**38,02%**
	21,09%		**29,28%**		**84,01%**	

* Digital business unit is made up of IXP and IR.

Management of the seven high-priority risks

1. Fair Wages and Working Conditions (Living Wage)

There is a risk that employees and workers in operations and supply chain do not receive wages sufficient to meet basic living standards, which may affect their well-being, financial security, and overall quality of life.

Prevention & Management

Own operations

- Implementation of a comprehensive compensation strategy informed by wage gap diagnostics.
- Pilot of a "Total Rewards" approach, combining salary improvements with expanded benefits, including health, education, and economic support.
- Commitment to equal pay for equal work, supported by standardized job classification frameworks and regular monitoring.
- Working hours structured to prevent excessive workloads and support work-life balance.

Groups	Coverage of living wage
Own operations (employees)	100% FTEs

2. Collective Association
(GRI 407-1)

There is a risk that employees may face barriers to freedom of association and collective bargaining, limiting their ability to represent their interest and negotiate working conditions.

Prevention & Management

- Committed to respecting freedom of association and collective bargaining, in line with international standards.
- Recognition of employee organizations established for collective representation
- Implementation of formal procedures to enable regular dialogue and negotiation with authorized worker representatives.
- Provision of relevant information to employee representatives to support effective participation in representation processes.
- Ongoing engagement with worker representatives to support continuous improvement in labor conditions.

As of 2025, 5.46% of our workforce is affiliated with unions.

3. Non-Discrimination and anti-harassment practices
(GRI 405-2)

There is a risk that employees may be exposed to discrimination, harassment, or violence in the workplace, affecting their well-being, dignity, and equal access to opportunities
Prevention & Management

Policies and Governance

- Zero-tolerance approach to all forms of discrimination, harassment, and workplace violence.
- Corporate Policy and protocols aligned with local regulations, defining procedures for prevention, reporting, investigation, and disciplinary action.
-
- Systems and Processes
-
- Dedicated Workplace Harassment Committee in each business unit to manage cases, ensuring due process and confidentiality.
- Implementation of blind CV screening to reduce bias in recruitment processes.
- Frequent climate and leadership surveys to identify risks and inform improvement plans.
- Participation in the ELSA diagnostic platform, enabling data-driven identification of sexual harassment risks and informing targeted prevention and improvement actions across business units.

Training and Culture

- Mandatory training for all employees on identifying, preventing, and responding to harassment and discrimination (100% coverage).
- Specialized training for Talent Attraction teams on inclusive recruitment practices.
- Group-level initiatives such as “Safe Spaces”, promoting a culture of respect and zero tolerance.

Broader Safety Culture

- Implementation of the “Cultura que Cuida” program, reinforcing physical and psychological safety for employees, tenants, and visitors.

Remediation

- Formal procedures for reporting, investigating, and addressing cases of discrimination and harassment.
- Workplace Harassment Committees responsible for case management, ensuring confidentiality and due process.
- Access to legal and psychological support for affected employees, including cases of workplace harassment, gender-based violence, and family violence.
- Extension of support mechanisms to customers in cases of discrimination or harassment within company environments.

4. Customer and client Non-Discrimination and Inclusion

There is a risk that customers or clients may experience discrimination or unequal treatment within company operations, affecting individuals' dignity, safety, and access to services. Please, see chapter "Our Clients" (page 107) for more information about complaints, investigation and resolution.

Prevention & Management

Policies and Governance

- Implementation of non-discrimination policies across stores and customer service operations.
- Integration of customer non-discrimination into the company's Human Rights framework.

Training and Awareness

- Regular training for employees on diversity, inclusion, and non-discrimination in customer interactions.
- Reinforcement through daily briefings and in-store audiovisual materials.

Operational Controls

- Cross-functional coordination between Audit, Quality, HR, and Operations to monitor and manage risks related to customer treatment.
- Use of internal qualitative assessments to identify potential gaps and strengthen service protocols.

Culture and Continuous Improvement

- Integration of the "Cultura que Cuida" framework to promote respectful, safe, and inclusive environments for all customers. Through internal qualitative assessments, we proactively identified potential gaps, mitigated risk of discrimination, and enhanced service protocols to prevent issues before they arise.

5. Human Rights Risks in the Supply Chain (sourcing practices)
(GRI 409-1, 414-1)

There is a risk that sourcing practices may contribute to or be linked to adverse human rights impacts within the supply chain, affecting working conditions, labor rights and worker well-being. For more information, see chapter "Human Rights" (page 68).

Prevention & Management

Supplier Due Diligence

- 100% of new suppliers are screened against human rights criteria, including non-discrimination, prevention of forced labor, and occupational health and safety standards.
- Implementation of Unified Homologation Model (2025), integrating Human Rights, Environmental, and Safety criteria into a single rigorous assessment for critical suppliers.

Contractual and Operational Controls

- Requirement for service providers (including outsourced personnel and transport providers) to demonstrate compliance with applicable labor and OHS regulations through documented evidence.

Monitoring and Capacity Building

- ESG assessments of suppliers, including identification of risks and development of action plans.
- Targeted training for suppliers on decent work standards, energy efficiency, and ESG practices.
- Support for regional SMEs through the “Cadena Responsable” program to strengthen labor formalization and responsible business practices.
- As part of our commitment to a Just Transition, we support suppliers in adapting to industrial and climate-related transformations, with a focus on protecting employment and promoting decent work.
- In 2025, through initiatives such as the Carbon Footprint Squads and Cadena Responsable, we delivered technical training in energy efficiency and automation to both internal teams and suppliers.
- These initiatives engaged internal maintenance teams and more than 40 suppliers, strengthening capabilities to operate in low-carbon environments while supporting long-term employability across the value chain.

6. Food safety, food security and product quality
There is a risk that failures in food safety, product quality, or supply chain integrity may negatively impact the health, safety, and access to nutrition of customers.

Prevention & Management

Supply Chain Controls

- Regular supplier audits to verify compliance with food safety and quality standards.
- Monitoring of risks across the supply chain to identify and address potential issues early.

Operational Controls

- Implementation of quality control systems to monitor, evaluate, and verify product safety and integrity across production and distribution stages.
- Maintenance of sanitation and handling procedures aligned with industry standards.

Training and Awareness

- Comprehensive training programs for employees on food safety practices, hygiene standards, and quality control measures.
- Induction programs to ensure proper store and facility maintenance.

Sustainable Sourcing

- Promotion of sustainable agricultural practices to support long-term availability of safe and high-quality raw materials.

Remediation

- Established product recall procedures to rapidly identify and remove unsafe or non-compliant products from the market.
- Customer feedback mechanisms to detect and respond to product safety or quality concerns.
- Provision of remedies for affected customers, including refunds, replacements, or other forms of support.
- Continuous review and improvement of policies and procedures based on audit results, customer feedback, and industry developments.

7. Community Impacts on Cultural Expression and Livelihoods

There is a risk that business operations may negatively impact the cultural expression, identity, and well-being of local communities.

Prevention & Management

Impact Assessment and Monitoring

- Ongoing assessment of the social and environmental impacts of operations on local communities.
- Monitoring of potential impacts on community well-being and inclusion.

Community Engagement and Inclusion

- Promotion of inclusive practices that recognize and respect cultural and ethnic diversity within communities.
- Communication initiatives designed to celebrate cultural identities and foster inclusion across diverse groups.

Risk Identification, Risk Assessments, and OHS Controls
(GRI 403-2)

<u>Risk Identification, Risk Assessments, and Controls (IPERC)</u>

		Risk	Existing Management	Risk Assessment	Value	Action
Warehou-se entry	Use of fixed ladders	Falls from height	1.- SST induction talk. 2.- OSH recommendations by job position. 3.- Internal OHS Regulations. 4.- OSH Training. Concentration at all times. 6.- Use of handrails.	**Admissible**	**Tolerable**	
Work within the Warehou-se	Use of equipment logistics (stockpiles, elevator forklift stacker electric)	Crushing, crushing, shocks, blows.	1.- SST induction talk. 2.- OSH recommendations by job position. 3.- Internal OHS Regulations. 4.- OSH training. 5.- Preventive maintenance. 6.- PEC controls. 7.- SST Brieffings. 8.- Use of PPE. Concentration at all times.	**Substantial**	**Not tolerable**	1. Constant supervision. 2.- Safe Chiefs Program.
Jobs within reception of merchan-dise (Inventory, product weighing and ordering)	Merchandise located at height	Breakage, fall of a agent material higher (which falls on the victim)	1. General OSH Induction 2. Delivery of RISST. 3. OSH Recommendations 4. OSH Guidelines: - Proper stacking of the materials/merchandise. - Do not leave unprotected items on top of furniture. - Responsible: all employees	**Moderate**	**Tolera-ble**	1. Inspection continues to stacking of materials.
Dispatch of merchan-dise to sales floor	Transfer of merchandise making use of of stock.	Contusions; Injuries; Trauma; Fractures	1. OSH induction talk. 2. OSH recommendations by job position work.	**Substantial**	**Not tolerable**	1.- Instructions for Use of rapier 2.- Training

			3. Internal OHS Regulations. 4. EPPs: Helmet, Safety Shoes with Steel toe, Safety Gloves.			in the use of stock
Store opening	Door opening rolled up.	Contusions; Injuries.	1.- SST induction talk. 2.- Internal OHS Regulations. 3.- Opening and Closing Protocol	**Trivial**	**Tolerable**	

Lost Time Injury Frequency Rate (LTIFR) - Employees				
Business units	**2022**	**2023**	**2024**	**2025**
Food Retail	2.83	1.97	1.48	1.35
Pharma Distribution – Química Suiza	3.40	5.96	3.76	-
Pharma Retail – Farmacias Peruanas	0.80	1.36*	0.89	1.32
Shopping Malls	4.25	2.21	3.56	1.89
Average InRetail	**2.82**	**2.88**	**1.28**	**1.34**
Coverage based on income	**100%**	**100%**	**100%**	**100%**

Lost-Time Injury Frequency Rate (LTIFR) - Contractors				
Business units	**2022**	**2023**	**2024**	**2025**
Food Retail	14.53	3.40	5.54	12.47
Pharma Distribution – Química Suiza	0	0,20	0	-
Pharma Retail - Farmacias Peruanas	0	0	0.88	1.77
Shopping Malls	3.95	11.01	8.20	13.59
Average InRetail	**4.62**	**3.65**	**2.69**	**7.42**
Coverage	**100%**	**100%**	**100%**	**100%**

* The increase in third-party accident rates recorded in 2025 is attributed to the outsourcing of key processes: the transfer of approximately 1,500 employees at OSLO (warehouses and manufacturing plant) and the outsourcing of warehouses at FAPE, which began in September 2024.

Fatalities - Employees				
Business unit	**2022**	**2023**	**2024**	**2025**
Food Retail	0	0	0	0
Pharma Retail and Distribution	0	0	0	0
Shopping Malls	0	0	0	0
Total InRetail	**0**	**0**	**0**	**0**

Fatalities - Contractors				
Business unit	**2022**	**2023**	**2024**	**2025**
Food Retail	0	0	0	0
Pharma Retail and Distribution	0	0	0	0
Shopping Malls	0	0	0	0
Total InRetail	**0**	**0**	**0**	**0**

Suppliers

Suppliers by Type								
Business Unit	**2022**		**2023**		**2024**		**2025**	
	Commer-cial	**Non-Commer-cial**	**Commer-cial**	**Non-Commer-cial**	**Commer-cial**	**Non-Commer-cial**	**Commer-cial**	**Non-Commer-cial**
Food Retail	2,59	1,485	2,654	1,496	2,652	1,666	2,637	1,649
Pharma Retail and Distribu-tion	544	2,458	598	1,67	540	1,553	534	1,604
Shopping Malls	0	1,014	0	1,173	0	1,306	0	1,168
Total	3,134	4,957	3,252	4,339	3192	4,525	3,171	4,421
Participation	39%	61%	43%	57%	41%	59%	42%	58%

Clients

Product Recall Management

Revenues from	FY 2022 (USD)	FY 2023 (USD)	FY 2024 (USD)	FY 2025 (USD)
Organic products	74	127	127	74
Other sustainable products or services	-	-	-	-
Total revenues from sustainable products or services	-	-	-	-
Percentage of sustainable revenues	**0.05%**	**0.05%**	**0.05%**	**0.08%**

Planet

Carbon Footprint Achievements

Scope	Business Unit	2022 tCO_{2e}	2023 tCO_{2e}	2024 tCO_{2e}	2025 tCO_{2e}
Scope 1	**Food Retail**	33,845.6	71,791.0	59,623.9	67,630.9
	Pharma - QS	189.7	143.9	268.2	-
	Pharma - FP	28.7	2,611.0	2,686.3	2,680.2
	Shopping Malls	74.9	113.26	162.0	204.9
	SubTotal	**34,138.9**	**74,659.19**	**62,740.44**	**70,516.0**
Scope 2	**Food Retail**	46,937.7	58,974.00	44,481.3	55,485.7
	Pharma - QS	832.5	924.40	677.4	-
	Pharma - FP	7,935.1	11,512.80	8,688.7	10,997.4
	Shopping Malls	10,018.2	13,781.20	9,223.8	9,239.6
	SubTotal	**65,723.50**	**85,192.40**	**63,071.16**	**75,722.7**
Scope 3	**Food Retail**	3,724,857.23	3,666,951.63	3,692,082.5	4,369,661.6
	Pharma – QS	78,704.22	51,888.90	35,036.4	-
	Pharma - FP	384,493.00	302,173.20	268,873.7	337,026.3
	Shopping Malls	25,059.14	33,830.20	32,036.8	35,082.4
	SubTotal	**4,188,054.45**	**4,054,843.93**	**4,028,029.52**	**4,741,770.3**

Energy Consumption

Total energy consumed	Unit	2022	2023	2024	2025
Non-renewable fuels purchased and consumed	**MWh**	**37,327**	**87,878**	**10,839.0**	**10,065.5**
Food Retail	MWh	36,947	87,525	10,476.7	9,538.5
Pharma Retail and Distribution	MWh	96	116	36.6	201.3
Shopping Malls	MWh	284	237	325.6	325.6
Non-renewable electrical energy purchased	**MWh**	**143,349**	**183,853**	**142,393.2**	**169,782.8**
Food Retail	MWh	103,685	128,635	104,284.5	127,512.9
Pharma Retail and Distribution	MWh	19,323	27,057	21,856.3	22,934.2
Shopping Malls	MWh	20,341	28,161	16.252.45	19,335.7
Total renewable energy purchased	**MWh**	**174,123**	**204,269**	**213,145.4**	**210,590.3**
Food Retail	MWh	130,532	147,347	156,101.2	154,571.9
Pharma Retail and Distribution	MWh	24,396	31,146	32,716.2	38,021.9
Shopping Malls	MWh	19,195	25,776	24,328.0	17,996.5
Total renewable energy generated	**MWh**	**164**	**228**	**128.6**	**138.3**
Food Retail	MWh	164	228	128.6	138.3
Pharma Retail and Distribution	MWh	0	0	0	0
Shopping Malls	MWh	0	0	0	0
Total renewable energy consumed	**MWh**	**143,349**	**204,497**	**213,274.1**	**210,728.6**
Total non-renewable energy consumed	**MWh**	**180,676**	**271,731**	**153,232.2**	**179,848.2**
Total energy consumed	**MWh**	**324,025**	**476,228**	**366,506.3**	**390,576.9**

***** In 2025, the calculation methodology was updated and now uses the following criteria: for non-regulated customers, the renewable energy share corresponds to the proportion of renewable energy sources within the current supplier's total generation portfolio. For regulated customers, it corresponds to the proportion of renewable energy sources within the total generation portfolio of the National Interconnected Electric System (SEIN). The historical values were updated to align the methodology.

Water consumption

Total consumption of water	Unit	2022	2023	2024	2025
Food Retail	m^3	713,964.4	728,741.4	760,511.10	841,378.90
Pharma Retail and Distribution	m^3	358,009.6	488,991.3	610,634.35	560,082.00
Shopping Malls	m^3	945,260.4	1,018,812.9	1,042,013.10	1,200,516.00
Total	**m^3**	**2,017,234.4**	**2,236,544.7**	**2,413,158.55**	**2,601,976.90**

* Water consumption is equal to extraction. The total value for 2024 was adjusted.

Waste generation

Disposition of waste	Unit	2022	2023	2024	2025
Total waste generated	**Tons**	**13,171.0**	**15,646.8**	20,835.3	**25,327.08**
Food Retail	Tons	10.825.5	13,473.1	15,667.0	18,090.34
Pharma Retail and Distribution	Tons	1,881.3	825.1	947.3	1,439.83
Shopping Malls	Tons	464.2	1,348.7	4,221.0	5,796.91
Total waste recycled	**Tons**	**9,767.0**	**10,691.8**	**14,776.7**	**17,051.90**
Food Retail	Tons	7,817.7	9,725.4	12,122.0	13,729.11
Pharma Retail and Distribution	Tons	1,782.6	536.6	656.7	826.98
Shopping Malls	Tons	166.7	429.8	1,998.0	2,495.77
Total waste disposed in landfills	**Tons**	**3,404.0**	**4,964.9**	**6,058.6**	**8,275.22**
Food Retail	Tons	3,007.8	3,747.6	3,545.0	4,361.23
Pharma Retail and Distribution	Tons	98.7	298.4	290.6	612.85
Shopping Malls	Tons	297.5	918.9	2,223.0	3,301.14

Annex II: Materiality Analysis

Financial Materiality Metrics

Waste Management

Understanding the source of waste and identifying opportunities to prevent it and promote circularity.

Business Case:
We recognize the importance of managing the waste we generate; therefore, we continuously work to prevent, minimize, and valorize the waste generated at all stages of our value chain, from transportation, distribution, and local operations to the disposal of the product's life. We see an opportunity to innovate based on circular economy strategies and the use of good products within the company.

Managing waste effectively is not only a responsibility but also a strategic business imperative. By reducing waste, we lower our operational costs, improve resource efficiency, and reduce the environmental footprint of our products and services. This positions us as a leader in sustainability within our industry, enhancing our brand reputation and meeting the growing expectations of our customers and stakeholders for environmentally responsible practices.

Business Strategy:
We have a Waste Management Plan and a Waste Management Manual for our facilities, where we establish procedures for the proper management of generated waste, ensuring its maximum reuse. In 2025, InRetail strengthened its operational efficiency and circular economy strategies by expanding its waste management plans to cover 90% of its locations (239 sites).

Waste management plans at Food retail included, zero waste at manufacturing centers, reverse logistics (Recicla Mass and Recicla Botica), circular economy initiatives such as Recicla Consciente. We also successfully scaled high-impact circular initiatives, such as "La Lombriz Feliz," which transformed organic waste into commercial humus sold at Promart and introduced composting modules at Innova Schools, alongside the rollout of FSC-certified sustainable packaging in Farmacias Peruanas.

It is important to highlight that organic waste management is not limited to this initiative, but is also carried out in collaboration with various municipalities across 17 plazaVea stores. *For more information on other iniciatives please see the PLANET chapter.

2026 Goal: Reduce and recycle 73% of the waste generated in all business units' operations.
Goal progress 2025: 71% recycling rate, successfully recovering 17,100 tons of waste out of the 24,500 tons managed across our operations. This represents a significant volume increase compared to the 16,000 tons recovered in 2024.

ESG Suppliers

The ESG evaluation of suppliers reduces risks in the supply chain, develops responsible supplier management, and ensures business relationships that comply with sustainable practices.

Business Case:

The relationship and development of our suppliers are critical aspects of our business, as they directly affect the variety, quality, and costs of our goods and services. Maintaining an open dialogue with our suppliers and promoting responsible and sustainable supplier management allows us to manage traditional and non-traditional risks (ESG) and build better processes. The key advantage of strong and healthy relationships with suppliers is that we can obtain greater value for our business by selling more, reducing risks, increasing the assortment, and improving quality and processes.

Business Strategy:

We manage our potential ESG risks in the supply chain by incorporating supply chain management into our sustainability strategy, thereby reducing our exposure to risks and adequately managing impacts related to operations in our area of influence.

Since 2021, we have been using an ESG supplier evaluation tool, which has been gradually deployed over the years for old suppliers and mandatory for new suppliers. In 2025, our **Responsible Supply Chain 2.0** framework—focused on mitigating ESG risks through critical supplier identification, evaluation, training, and recognition—allowed us to successfully assess 35% of our critical suppliers. *For more information on other initiatives please see chapter “Our Value Chain” (page 123).

2026 Goal: 100% of critical suppliers meet ESG standards.

Progress 2025: 100**%** of critical suppliers have been evaluated based on our updated ESG criteria. This represents a substantial increase from the 11% reported in 2024 (which established the baseline for our new methodology).

Additionally, as part of our training and recognition fronts, we successfully trained over 150 strategic partners in labor rights, environmental efficiency, and ethical governance during 2025.

Health, Nutrition, and Healthy Living

Business Case:

Developing and scaling product lines that promote healthy lifestyles is not just corporate responsibility—it’s a strategic growth driver. It enables profitability and differentiation through premium, health-focused offerings that meet rising consumer demand.

It also acts as a risk mitigation strategy, aligning with trends like functional foods and plant-based diets, while preparing new regulatory requirements such as labeling laws. Most importantly, it builds long-term shareholder value by strengthening brand reputation and consumer loyalty in an increasingly health-conscious market.

Business Strategy:
We have implemented a comprehensive Corporate Health and Nutrition Policy across our food, pharmaceutical, and private-label operations to drive responsible innovation and promote healthier lifestyles.

Our strategy centers on diversifying offerings to meet a variety of nutritional needs, collaborating with suppliers for quality and science-based development, and promoting transparency through clear communication, educational initiatives, and standardized nutrient disclosures.

We take a proactive approach to responsible marketing, portion control, and product placement, ensuring accessibility while discouraging overconsumption. As part of our commitment to continuous improvement, we actively monitor and enhance the nutritional composition of our portfolio—tracking indicators such as the percentage of products free from gluten, common allergens, lactose, or added sugars.

- **Goal Achievement:** We have successfully surpassed our 2026 goal to achieve 80% of annual revenue from healthy private-label products. By the end of 2024, 80.7% of revenue from this category was achieved.
- **Sustainable Financial Performance:** Developing product lines that promote healthy lifestyles is a strategic growth driver for InRetail. In 2025, the revenue share of products with higher nutritional value—those containing essential vitamins, minerals, fiber, or phytochemicals—reached 40.82%, reflecting a 4.67% increase compared to 2024.

Goal 2026: Achieve 80% of annual revenue from healthy private label products.

Progress: In 2025, our healthy private label products showed exceptional performance, with 88.07% of their total revenue coming from nutritional categories, a significant leap from the 80.7% achieved in 2024.

Impact Materiality Metrics

Indirect Economic Impacts - Dynamizing the local economy involves participating in underserved markets and influencing a set of economic activities within the community. The opportunities we promote for SMEs in our value chain are an example of initiatives we develop in underserved markets, e.g., Peru Pasión.

Our program provides SMEs with the opportunity to access a broader market, contribute to their development, increase their productivity, and support their long-term competitiveness. Additionally, the program can lead to the creation of more local jobs, reducing unemployment rates and providing livelihood opportunities to people within the community, besides offering products for vulnerable populations and opportunities for entrepreneurs.

Output Metric: Number of SMEs participating in Peru Pasión.

Impact Valuation: Change in the quality of life of small producers by accessing a broader market.

Impact Metric % increase in SME products from Peru Pasión on commercial platforms.

*For more information, see the Suppliers chapter and the 2025 INSPIRA Impact Report (here).

Waste Management

Waste Management - Understanding the source of waste and identifying opportunities to prevent it, and at the same time using it to help our communities.

Waste management is a crucial task, especially in supermarkets, where the amount of wasted food can be significant. Eliminating food waste is not only beneficial for the environment and supermarket savings but can also positively impact the economy and society.

Donating food instead of discarding it can help combat hunger and food insecurity in the community. One of our most valuable projects focuses on rescuing food that has lost its commercial value but is still fit for human consumption. Impacts on society from our program include reducing food insecurity, providing access to nutritious food, especially for vulnerable populations, improving public health by ensuring more people have access to food, among others.

Environmental impact

Impact Output Metric: Number of food servings (14.16 servings)
Impact assessment: Reduction of GHG emissions
Impact Metric Tons of CO2 avoided by donating food rations. (We have avoided the release of 90.12 which is equivalent to the planting more then 1,900 trees) – Inspira 2024

Social impact

Output Metric: Number of beneficiaries of donated food (Benefit more than 95,984 people through the "Bueno por Dentro" food donation program.)
Impact assessment: Change in the quality of life of the beneficiaries by reducing their food insecurity

An Impact Report conducted in 2024 revealed that:

- 87% of beneficiaries lacked access to quality food prior to participating.
- 73% would not have found an alternative source of food without this support.

*For more information see community chapter and INSPIRA 2024 Impact Report (here).

Annex III: GRI Index

Usage Statement	InRetail Perú Corp. has presented the information cited in this GRI content index for the period from January 1 to December 31, 2023, using the GRI Standards as reference.
GRI 1 Used	Fundamentals 2021.

GRI Standard	Content	Location - page
General Contents: GRI 2: General Contents GRI 2021		
GRI 2: Organization	2-1 Organizational details	9
	2-2 Entities included in sustainability reporting	7,9
	2-3 Report period, frequency, and contact point	7,8
	2-4 Information update	NAP
	2-5 External verification	7-8
GRI 2: Activities and Workers	2-6 Activities, value chain, and other business relationships	9,12
	2-7 Employees	74
	2-8 Non-employee workers	74
GRI 2: Governance	2-9 Governance structure and composition	19,21,23,24,39
	2-10 Designation and selection of the highest governance body	22
	2-11 Chair of the highest governance body	19
	2-12 Role of the highest governance body in overseeing impact management	21,22,26
	2-14 Role of the highest governance body in sustainability reporting	7,26
	2-15 Conflicts of interest	42

	2-16 Communication of concerns and complaints	40
	2-17 Collective knowledge of the highest governance body	24
	2-18 Evaluation of the highest governance body's performance	23
	2-22 Statement on sustainable development strategy	62
	2-23 Commitments and policies	37,38,64,70
	2-24 Integration of commitments and policies	37,38,64,70
	2-25 Processes to remedy negative impacts	37,64,73
	2-26 Mechanisms for seeking advice and raising concerns	38
	2-27 Compliance with laws and regulations	39
	2-28 Membership in associations	15
GRI 2: Stakeholder Engagement	2-29 Approach to stakeholder engagement	66
	2-30 Collective bargaining agreements	70
GRI 3: Material Topics 2021		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	67
	3-2 List of material topics	67,74
	3-3 Management of material topics	67
ECONOMIC TOPIC STANDARD		
GRI 201 Economic Performance		
GRI 202: Market Presence 2016	201-1 Direct economic value generated and distributed	43,44
GRI 202 Market Presence		

GRI 202: Market Presence 2016	202-2 Proportion of senior executives hired from the local community	NAP
GRI 204: Procurement Practices		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers critical	118
GRI 205 Anti-corruption		
GRI 205: Anticorruption 2016	205-1 Operations assessed for corruption risks	27,37,38
	205-2 Communication and training on anti-corruption policies and procedures	37
	205-3 Confirmed cases of corruption and actions taken	42
GRI 206 Anti-competitive Behavior		
GRI 206: Anticompetitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, monopolistic practices, and anti-competitive practices	38
ENVIRONMENTAL TOPIC STANDARD		
GRI 302 Energy		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	145
	302-4 Reduction in energy consumption	145
GRI 303 Water and Effluents		
GRI 3: Material Topics 2021	303-3 Water withdrawal	147
	303-4 Water discharge	147
	303-5 Water consumption	147
GRI 305: Emissions 2016	305-1 Direct GHG emissions (Scope 1)	137
	305-2 Indirect GHG emissions from energy generation (Scope 2)	137

	305-3 Other indirect GHG emissions (Scope 3)	137
	305-5 Reduction of GHG emissions	137
GRI 306 Waste		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	150
	306-2 Management of significant waste-related impacts	150
	306-3 Waste generated	150
	306-4 Waste not destined for disposal	150
	306-5 Waste destined for disposal	150
GRI 308 Supplier Environmental Assessment		
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that have passed environmental screening	121
SOCIAL TOPIC STANDARD		
GRI 401 Employment		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	93
	401-2 Benefits provided to full-time employees that are not provided to part-time or temporary employees	88,97
	401-3 Parental leave	88
GRI 403 Occupational Health and Safety		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	99
	403-2 Hazard identification, risk assessment, and incident investigation	101
	403-3 Occupational health services	99

	403-4 Worker participation, consultation, and communication on occupational health and safety	99,102
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	403-6 Promotion of worker health	93
	403-7 Prevention and mitigation of health and safety impacts directly linked to business relationships	102
	403-9 Work-related injuries	99
GRI 404 Training and Education		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	93
	404-3 Percentage of employees receiving regular performance and career development reviews	91,92
GRI 405 Diversity and Equal Opportunity		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity in governance bodies and employees	74,76-79,84-86
	405-2 Ratio of basic salary and remuneration of women to men	86,97,176
GRI 406 Non-discrimination		
GRI 406: Nondiscrimination 2016	406-1 Incidents of discrimination and corrective actions taken	73,76,82-84
GRI 407 Freedom of Association and Collective Bargaining		
GRI 407: Freedom of Association and Collective Bargaining	407-1 Operations and suppliers where the right to freedom of association and collective bargaining may be at risk	70,176
GRI 413 Local Communities		

GRI 413: Local Communities 2016	413-1 Operations with local community participation, impact assessments, and development programs	131
GRI 414 Supplier Social Assessment 2016		
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that have passed social screening	121,178
GRI 415 Public Policy		
GRI 415: Public Policy 2016	415-1 Contributions to political parties and/or candidates	37
GRI 416 Customer Health and Safety		
GRI 416: Customer Health and Safety 2016	416-1 Assessment of health and safety impacts of product or service categories	111
GRI 417 Marketing and Labeling		
GRI 417: Marketing and Labeling 2016	417-2 Cases of non-compliance with product and service information and labeling requirements	111
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GRI 418 Customer Privacy		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	42

Annex IV: Verification of ESG indicators

InRetail

Verification of ESG indicators
Sustainability Report
2025

Additional information

Index

Independent Limited Assurance Report of InRetail

To the management of InRetail,

Scope

According to your request, we have been required to provide a limited level of assurance on the performance indicators selected by InRetail; included in the "Sustainability Report 2025" (hereinafter "Sustainability Report") and mentioned in "Annex A" for the fiscal year from January 1 to December 31, 2025.

InRetail Responsabilities

InRetail has been responsible for the preparation, content and presentation of the "Sustainability Report" taking as reference compliance with the contents proposed (criteria) in the *Global Reporting Initiative (GRI) Standards*.

This responsibility considers the design, implementation and maintenance of the internal control that is considered necessary to allow the information contained in the "Sustainability Report" to be free of material misstatement due to fraud or error.

Valora Consultores Responsibilities

Our responsibility was to express a conclusion of the presentation of indicators and information listed in Annex A, according to the GRI Standards.

Control and Independence

To ensure that the process of independent assurance accomplishes the ethical requirements necessary to ensure the independence of our work as non-financial information auditors. Our work was developed according with the ISAE 3000 Standard, *Assurance Engagements other than Audits or Reviews of Historical Financial Information*, issued by the *International Auditing and Assurance Standard Board (IAASB)* of the *International Federation of Accountants (IFAC)*.

Procedures performed

The scope of our independent assurance, as well as the evidence gathering procedures performed, was of limited assurance level, which is less than a reasonable security job and therefore also the level of security being provided. This Independent Assurance Report should in no way be understood as an audit report.

The procedures we perform are described below:

- Selection of information to review based on the materiality and prior knowledge of the company.
- Interviews with employees responsible for generating and providing the information contained in the Report to learn the principles, systems and applied management approaches.
- Review of data collection, internal control and consolidation processes.
- Review of the scope, relevance and integrity of the information included in the Report based on the operations and previously identified material aspects.
- Review of evidence based on a sampling of information according to a risk analysis.
- Review of the application of what is required in accordance with the GRI Standards.

Conclusion

Based on our review and the evidence presented by InRetail, we were not aware of any situation that causes us to believe that the indicators contained in the "Sustainability Report 2025" of InRetail, has not been reliably obtained, is not fairly presented, has significant deviations or omissions, or has not been prepared in accordance with the requirements established in the GRI Standards.

Pablo

Pablo del Arco Fernández
America Expansion Director
Valora Sostenibilidad e Innovación S.A. de C.V.
August 27, 2026. Mexico, City.

InRetail

Annex A.

Details of the revised criteria for the organization:

Performance indicator

Name of the content or indicator	Scope of information [1]	Reported information	Unit
Non-renewable fuels purchased and consumed	All operations	10,065.50	MWh
Non-renewable electrical energy purchased and consumed	All operations	169,782.8	MWh
Total renewable energy consumed (generated or purchased)	All operations	210,728.6	MWh
Total energy consumed	All operations	390,576.9	MWh
Total municipal water withdrawal	All operations	2,601,976.90	m^3
Total waste recycled	All operations	17,051.9	Tn
	Food Retail Operations	13,729.11	Tn
	Pharma Operations	826.98	Tn
	Shopping malls Operations	2,495.77	Tn
Total waste disposed of in landfills	All operations	8,275.22	Tn
	Food Retail Operations	4,361.23	Tn
	Pharma Operations	612.85	Tn
	Shopping malls Operations	3,301.14	Tn
Total waste generated	All operations	25,327.08	Tn
Calculation of known shrinkage	All operations	24,460.75	Tn
Total calculation donated	All operations	13,228.96	Tn
Total amount donated	All operations	71,039,529.00	S/
Intensity (food shrinkage / food sales)	All operations	0.015	Total intensity of food shrinkage
Lost-Time Injury Frequency Rate (LTIFR) - Employees	All operations	1.34	Total frequency rate of injury for employees
Lost-Time Injury Frequency Rate (LTIFR) – Contractors	All operations	7.42	Total frequency rate of injury for contractors
Employee fatalities	All operations	0	Total employee fatalities
Contractors fatalities	All operations	0	Total contractor fatalities
Compensation ratio	All operations	0.89	Total ratio of compensation
Suppliers	All operations	7,592	Total number of suppliers
Significant suppliers	All operations	185	Total number of significant suppliers
Significant suppliers in development measures	All operations	31	Number of unique significant suppliers supported with development measures
	All operations	17	Percentage of suppliers supported with development measures

[1] The scope of information corresponds to the operations of Food Retail of Supermercados Peruanos, Makro, Oslo y Mass; Pharma of Farmacias Peruanas y Química Suiza; and Shopping Malls of Real Plaza.

Name of the content or indicator	Scope of information [1]	Reported information	Unit
Significant suppliers evaluated	All operations	125	Number of significant unique suppliers evaluated through document reviews/on-site evaluations
	All operations	68	Percentage of significant unique suppliers evaluated
Significant suppliers with negative impact	All operations	9	Number of significant unique suppliers assessed as having substantial actual or potential negative impacts
Significant suppliers supported in corrective action plan	All operations	9	Number of significant unique suppliers with substantial actual or potential negative impacts that have an agreed-upon corrective action or improvement plan
Significant suppliers assessed in the implementation of the action plan	All operations	100	Percentage of suppliers with substantial actual or potential negative impacts that have an agreed-upon corrective or improvement action plan
Significant suppliers terminated	All operations	0	Number of unique significant suppliers with substantial actual or potential negative impacts that were terminated

[1] The scope of information corresponds to the operations of Food Retail of Supermercados Peruanos, Makro, Oslo y Mass; Pharma of Farmacias Peruanas y Química Suiza; and Shopping Malls of Real Plaza.

Statement PE26/00000263

Greenhouse Gas (GHG) Verification Statement

The inventory of greenhouse gas emissions
From **01/01/2025 – 31/12/2025** of the organization

SUPERMERCADOS PERUANOS S.A.

Calle Morelli 181, San Borja

Has been verified with ISO 14064-3:2019 in compliance with the requirements of

ISO 14064-1:2018

For the following activities
"Retail".

Disclose a total emission of
Category 1: a total of: 67,631.9 metric tonnes of CO_2 equivalent
Category 2: a total of: 55,485.7 metric tonnes of CO_2 equivalent (Location-based approach)
Category 4: a total of: 3,306,248.5 metric tonnes of CO_2 equivalent
Category 5: a total of: 1,063,413.1 metric tonnes of CO_2 equivalent

Lead Auditor: Catalina Quiroz
Co-auditor: Nathaly Polanco
Technical Review: Pamela Castillo

Verification declaration date:
Issue 1: 5 August 2026

Authorized by
Julio Ubarnes Pinto
Certification Manager

SGS del Perú S.A.C.

Av. Elmer Faucett N° 3348 - Urb. Bocanegra, Callao, Lima, Perú
t (511) 517-1900 – www.sgs.pe

SUPERMERCADOS PERUANOS S.A.

Brief description of the verification process
SGS has been contracted by SUPERMERCADOS PERUANOS S.A for the verification of the direct and indirect carbon dioxide equivalent (CO_2e) emissions of SUPERMERCADOS PERUANOS S.A in its GHG statement in its GHG -2025 report.

Roles and Responsibilities
The Sustainability Management is responsible for the organization's GHG information system, the development and maintenance of records and the reporting procedure in accordance with this system, including the calculation, information and reported GHG emissions. It is the responsibility of SGS to express a GHG verification opinion independent of the GHG emissions given by SUPERMERCADOS PERUANOS S.A in its GHG statement for 2025.

SGS performed a third-party verification against the requirements of ISO 14064-3:2019 of the given GHG statement for 2025. The evaluation included review of documents and records, and interviewing personnel in person. The verification was based on the scope, objective, and verification criteria of the agreement between SUPERMERCADOS PERUANOS S.A and SGS with proposal PE.ESG. 20260000087 of 2026

Level of Assurance
The agreed level of assurance is Limited.

Scope
SUPERMERCADOS PERUANOS S.A contracted an independent verification by SGS of its reported CO_2e emissions from its management of SUPERMERCADOS PERUANOS S.A to establish compliance with the requirements of ISO 14064-1:2018 within the verification scope detailed below.
Data and information supporting the GHG declaration were historical, projected and hypothetical in nature, and demonstrated with evidence.
This agreement covers the verification of emissions from anthropogenic GHG sources included within the organization's boundaries and meets the requirements of ISO 14064-1:2018.

- Organizational Boundaries: Operational Control Approach.
- Description of activities: "Retail".
- Operational Limits: at year- end- December 31, 2025
  Office: Calle Morelli No 181 San Borja, Lima, Perú.
  1 collection center, 1 manufacturing center, 1 warehouse in Punta Negra, 22 distribution centers, 111 Plaza Vea stores, 7 Vivanda stores, 27 Makro stores, 1250 Mass stores
- GHG sources included:
  Category 1 –Direct emissions
  Mobile combustion : own vehicles
  Stationary combustion: electric generators,
  Fugitive emissions: refrigerant gas leakage.
  Category 2 – Scope 2: Indirect energy emissions
  Purchased electricity
  Category 4 – Scope 3: Indirect emissions by products used by the organization.
  Products purchased; inputs consumed from operations.
  Category 5- Scope 3: Use of Products Sold
  Resources consumed in products sold.
  GHGs included: CO_2, N_2O, CH_4, and HFC. Anthtopogenic biogenic CO_2 and HCFCs are reported separatly. There are not PFC, SF_6 ó NF3
- GHG information was verified for the following period: Calendar year 2025. (01/01/2025 – 31/12/2025)
- Global Warming Potentials (GWPs): IPCC AR5, 2013
- Intended user of the verification statement: Internal and general public

Statement PE26/00000263, continued

SUPERMERCADOS PERUANOS S.A.

- Base year 2022
- **Exclusiones:**
  SUPERMERCADOS PERUANOS S.A For this GHG inventory, the use of fire extinguishers will be considered as they are not representative in the evaluation. In addition, bonuses granted to workers are considered exclusion because they are not part of the operational scope of the organizations and because workers can use fuel bonuses for the activities, they see fit without necessarily being linked to work activities. In addition, these emissions They were estimated for the year 2021 and turned out to be 0.288 tCO2eq, not being representative in the measurement.
- **Directed actions:** None.
- **Significance Matrix:**
  The significance analysis has been prepared following the criteria of magnitude, level of influence, and data accuracy. Significant emissions sources: Purchased electricity, Products purchased; inputs consumed from operations, Resources consumed in products sold.

Objective
The purpose of this verification was to independently review, with objective evidence:
- If all CO_2 equivalent emissions are those declared by the organization in its GHG declaration and materially compliant.
- Whether the data reported is accurate, complete, consistent, transparent, and free of material error or omission.
- If the declaration has been prepared in accordance with the ISO 14064-1:2018 standard.
- If the activity data entered in the HC Peru tool is consistent with the principles described above.

Criteria
The criteria against which the verification was carried out are the requirements of ISO 14064-1:2018 and the Peru Carbon Footprint program -MINAM.

Materiality
SGS considered a materiality of 10% as a requirement for verification, based on the needs of the intended users of the GHG Statement opinion.

Conclusión
SUPERMERCADOS PERUANOS S.A provided the GHG Statement based on the requirements of ISO 14064-1:2018
The GHG information for 2025 was using the own Calculater from de organization.
Disclose a total emission of
Category 1: a total of: 67,631.9 metric tonnes of CO2 equivalent
Category 2: a total of: 55,485.7 metric tonnes of CO2 equivalent (Location-based approach)
Category 4: a total of: 3,306,248.5 metric tonnes of CO2 equivalent
Category 5: a total of: 1,063,413.1 metric tonnes of CO2 equivalent

In addition, CO_2 emissions from direct biofuel combustion amount of 19.6 tCO_2 eq and 28,179 tCO_2 emissions of hydroclorofluocarbons HCFC (R22).

Detail fo the GEI emissions are set out in Annex 1.

Modified Opinion
The organization has implemented the requested modifications; therefore, there are currently no material misstatements and/or, if any limitations exist (as mentioned below), they do not impair the usefulness or materiality of the GHG statement opinion.
This statement was verified by SGS with a limited level of assurance, and is consistent with the objectives, criteria, and scope defined in the verification agreement.

In SGS's opinion, based on the data and information provided, and the processes and procedures performed, we conclude with limited assurance that there is no evidence to suggest that:
- Not all CO_2 equivalent emissions have been reported, or that the inventory is materially inaccurate or not a fair representation of the GHG data and information.
- The GHG accounting methodology applied is not in conformance with ISO 14064-1:2018.
- The inventory is not accurate, complete, consistent, transparent, and free from material errors or omissions.

SUPERMERCADOS PERUANOS S.A.

And the effectiveness of the controls has been evaluated when the auditor intends to rely on those controls.

In accordance with the foregoing, SGS has verified the activity data to be use in MINAM´s HC Perú Calculator, the resulting total in the 2025 GHG statement falls within the 10% materiality thereshold.
SGS concludes that the activity data entered into the HC Peru tool are accurate, complete, coherent, transparent, and free of material error or omission.

SGS's approach is risk-based, building on an understanding of the risks associated with modeling GHG emissions information and the controls in place to mitigate these risks.
Our examination included an evaluation based on sampling, of relevant evidence from the emissions information report. The audit methods included interviews and outside walkthroughs, as well as a review of documentation and records

SGS has planned and carried out the work to obtain the information, explanations and evidence that it has considered necessary to conclude with a limited level of assurance that GHG emissions for the year 2025 are fairly declared.

Considerations

- For that matter; of the MINAM "HC Peru" tool; The electricity emission factor (EF) includes losses due to network transmission.
- The AR5 global warming potential (GWP) has been considered, instead of AR6, since the national HCP methodology is being used, which still uses said PCG.
- For products purchased by the organization, emission factors from sources such as Eco invent Agrybalse , EPD among others, have been used; ins some cases packaging is included while in others it is not. Full detailed are provided in the Supermercados Peruanos 2025 Carbon Footprint Report.

Opportunities for Improvement
The organization should also consider the FARs (Follow-up Action Requests) identified during the audit process

This Declaration must be interpreted together with the GHG inventory of SUPERMERCADOS PERUANOS S.A.

Note: This Declaration is issued, on behalf of the client, by SGS del Perú S.A.C., Av. Elmer Faucett 3348. Callao. Peru ("SGS") under the general conditions for GHG Validation and Verification Services. The findings here SUPERMERCADOS PERUANOS S.A. This declaration does not exempt the client from the legal compliance that applies in this regard. Statements to the contrary are not binding on SGS and, therefore, SGS declines all liability to parties other than its customer.

SUPERMERCADOS PERUANOS S.A.

ANEXO 1 ABSOLUTE EMISSIONS – 2025

Emission Source	Emissions (tCO_2eq)	Emissions CH4 (tCO_2eq)	Emissions N2O (tCO_2eq)	Emissions HFC (tCO_2eq)	Emissions SF6 (tCO_2eq)	Total CO2eq
Category 1	2,296.1	22.2	2.4	65,310.2	0.0	67,630.9
Stationary Combustion	1,715.3	5.1	1.8	0.0	0.0	1,722.3
Mobile Combustion	580.7	17.1	0.5	0.0	0.0	598.4
Fugitive Emissions Refrigerants	0.0	0.0	0.0	65,310.2	0.0	65,310.2
Category 2	55,485.7	0.0	0.0	0.0	0.0	55,485.7
Energy Consumption*	55,485.7	0.0	0.0	0.0	0.0	55,485.7
Category 4	3,306,248.51	0.00	0.00	0.00	0.00	3,306,248.51
Products purchased*	3,279,919.3	0.0	0.0	0.0	0.0	3,279,919.3
inputs consumed from operations*	26,329.3	0.0	0.0	0.0	0.0	26,329.3
Categoría 5	1,063,413.1	0.0	0.0	0.0	0.0	1,063,413.1
Resources consumed in products sold*	1,063,413.1	0.0	0.0	0.0	0.0	1,063,413.1
Total GHG Emissions	4,427,443.4	22.2	2.4	65,310.2	0.0	4,492,778.2

Biogenic Emissions	Emissions in metric tons of CO_2
Direct Biogenic Carbon Emissions (Category 1)	19.6

Emissions of Other GHGs Not Regulated by the Kyoto Protocol	Emissions in tCO_2e
Hydrochlorofluorocarbons HCFC-22 (R22)	28,179

*Note: Some emission sources have been considered as CO_2 only, due to the type of emission factor used, despite originally including CO_2, CH_4, and N_2O.

Statement PE26/00000262

Greenhouse Gas (GHG) Verification Statement

The inventory of greenhouse gas emissions
From **01/01/2025 – 31/12/2025** of the organization

FARMACIAS PERUANAS S.A.C

Av. Victor Alzamora 147, La Victoria, Lima-Perú

Has been verified with ISO 14064-3:2019 in compliance with the requirements of

ISO 14064-1:2018

For the following activities
" PHARMACEUTICAL RETAIL"

Disclose a total emission of :
Category 1 un total of: 2,681.54 toneladas metric tonnes of CO_2 equivalent
Category 2 un total of: 12,385.08 toneladas metric tonnes of CO_2 equivalent (Location Based approach)
Category 3 un total of: 28,134.00 toneladas metric tonnes of CO_2 equivalent and
Category 4 un total of: 308,892.23 toneladas metric tonnes of CO_2 equivalent

Lead Auditor: Catalina Quiroz
Co-auditor: Nathaly Polanco
Technical Review: Pamela Castillo

Verification declaration date:
Issue 1: 5 August 2026

Autorized by
Julio Ubarnes Pinto
Certification Manager

SGS del Perú SAC
Av. Elmer Faucett N° 3348 - Urb. Bocanegra, Callao, Lima - Perú
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Statement PE26/00000262, continue

FARMACIAS PERUANAS S.A.C

Brief description of the verification process

SGS has been contracted by FARMACIAS PERUANAS S.A.C for the verification of the carbon dioxide equivalent (CO_2e) emissions direct and indirect (energy consumption) and other indirect emission of FARMACIAS PERUANAS S.A.C. in its GHG -2025 report "INFORME FINAL HUELLA DE CARBONO FARMACIAS PERUANAS 2025"

Roles y Responsabilidades

The Sustainability Management of FARMACIAS PERUANAS S.A.C is responsible for the organization's GHG information system, the development and maintenance of records and the reporting procedure in accordance with this system, including the calculation, information and reported GHG emissions. It is the responsibility of SGS to express a GHG verification opinion independent of the GHG emissions given by FARMACIAS PERUANAS S.A.C in its GHG Report for 2025.

SGS conducted a third-party verification of the GHG statement for 2025 in accordance with the requirements of ISO 14064-3:2019. This International Standard requires us to comply with ethical requirements and to plan and conduct the verification to obtain limited assurance that the site's GHG emissions, removals, and storage are free from material misstatement. The assessment included a site visit to the Ccapa site in Callao and two pharmacies (Mifarma e inkafarma) on Faucett Avenue, as well as a review of documents and records and interviews with personnel. The verification was based on the scope, objective, and verification criteria established in the agreement between FARMACIAS PERUANAS S.A.C. and SGS proposal PE.ESG.20260000140

Level of Assurance

The agreed level of assurance is Limited.

Scope

FARMACIAS PERUANAS S.A.C contracted an independent verification by SGS of its reported CO_2e emissions from its management, to establish compliance with the requirements of ISO 14064-1:2018 within the verification scope detailed below. Data and information supporting the GHG declaration were historical, projected and hypothetical in nature, and demonstrated with evidence.

This agreement covers the verification of emissions from anthropogenic GHG sources included within the organization's boundaries and meets the requirements of ISO 14064-1:2018.

- Organizational Boundaries: Operational Control Approach
- Description of activities: Pharmaceutical Retail (Marketing and distribution of health and wellness products)
- Operational Limits: at year- end- December 31, 2025
  - 1 administrative Office : Victor Alzamora 147, La Victoria, Lima
  - CD Chorrillos ; Av. Defensores del Morro 1277, Chorrillos
  - Cappa Callao : Calle Capa 139, Callao
  - Vantivve Chiclayo : Calle Coricancha No 270 Chiclayo - Lambayeque
  - Vantivve Arequipa : Av. Alfonso Ugarte No 521, Cercado - Arequipa
  - 1,176 Mifarma Pharmacies (addresses indicated in the report)
  - 1,193 Inkafarma Pharmacies (addresses indicated in the report)
- Physical infrastructure, activities, technologies, and organizational processes: Administrative offices

- GHG sources included:
  Category 1 –Direct emissions
  Stationary combustion: electric generators,
  Fugitive emissions: refrigerant gas leakage.
  Category 2 – Scope 2: Indirect energy emissions
  Purchased electricity
  Category 3 – Scope 3: Indirect emissions by products used by the organization.
  Emissions generated by: Upstream transport (sea, air and ground transportation, transport to pharmacies, from distribution centers to transfer hubs), air business travel and home to work commuting.

FARMACIAS PERUANAS S.A.C

Category 4 – Scope 3: Indirect emissions by products used by the organization.
Emission associated to purchased productis

- **GHGs included:** CO_2, N_2O, CH_4, and HFC. Anthtopogenic biogenic CO_2 and HCFCs (R-22) are reported separatly. There are not PFC, SF_6 ó NF3
- **GHG information was verified for the following period:** Calendar year 2025. (01/01/2025 – 31/12/2025)
- **Global Warming Potentials (GWPs):** IPCC AR5, 2013
- **Intended user of the verification statement:** Internal and general public
- **Base Year:** 2025. The based year was changed.
- **Changes:** The change resulting from the merger with the Quimica Suiza Business has been implemented. Additionally, the business travel source has been included in the inventory.
- **Significance Matrix:**
  The significance analysis has been prepared following the criteria of magnitude, level of influence, and data accuracy. Significant emissions sources: Purchased electricity, upstream transportation, business travel, employee commuting and purchased products emissions.
- **Goals:** It has not been stablished
- **Directed actions:** None.
- **Exclusions:** Uso de extintores.

Objective
The purpose of this verification was to independently review, with objective evidence:

- If all CO_2 equivalent emissions are those declared by the organization in its GHG declaration and materially compliant.
- Whether the data reported is accurate, complete, consistent, transparent, and free of material error or omission.
- If the declaration has been prepared in accordance with the ISO 14064-1:2018 standard.
- If the activity data entered in the HC Peru tool is consistent with the principles described above.

Criteria
The criteria against which the verification was carried out are the requirements of **ISO 14064-1:2018 and the Peru Carbon Footprint program -MINAM.**

Materiality
SGS considered a materiality of 10% as a requirement for verification, based on the needs of the intended users of the GHG Statement opinion.

Conclusion
The organization provided the GHG Statement based on the requirements of ISO 14064-1:2018
The GHG information for 2025 was using the own Calculater from de organization.

Disclose a total emission of :
Category 1 a total of: 2,681.54 metric tonnes of CO_2 equivalent
Category 2 a total of: 12,385. metric tonnes of CO_2 equivalent (Location Based Approach)
Category 3 a total of: 28,134.00 metric tonnes of CO_2 equivalent and
Category 4 a total of: 308,892.23 metric tonnes of CO_2 equivalent.

Additionally, direct CO_2 emissions from biomass combustion amounted to 0.1856 tCO_{2e}, and emissions from HCFCs amounted to 177.06 tCO_{2e}. Details of the GHG emissions are provided in Annex 1.

Modified Opinion
The organization has implemented the requested modifications; therefore, there are currently no material misstatements and/or, if any limitations exist (as mentioned below), they do not impair the usefulness or materiality of the GHG statement opinion.
This statement was verified by SGS with a limited level of assurance, and is consistent with the objectives, criteria, and scope defined in the verification agreement.

FARMACIAS PERUANAS S.A.C

In SGS's opinion, based on the data and information provided, and the processes and procedures performed, we conclude with limited assurance that there is no evidence to suggest that:

- Not all CO_2 equivalent emissions have been reported, or that the inventory is materially inaccurate or not a fair representation of the GHG data and information.
- The GHG accounting methodology applied is not in conformance with ISO 14064-1:2018.
- The inventory is not accurate, complete, consistent, transparent, and free from material errors or omissions.

And the effectiveness of the controls has been evaluated when the auditor intends to rely on those controls.

SGS concludes that the activity data entered into the HC Peru tool are accurate, complete, coherent, transparent, and free of material error or omission. In accordance with the foregoing, SGS has verified the activity data to be use in **MINAM's HC Perú Calculator**, the resulting total in the 2025 GHG statement falls within the 10% materiality thereshold according to the Farmacias Peruanas SAC. calculator.

SGS's approach is risk-based, building on an understanding of the risks associated with modeling GHG emissions information and the controls in place to mitigate these risks. Our examination included an evaluation based on sampling, of relevant evidence from the emissions information report. The audit methods included interviews evaluation thorugh sampling evidence, and outside walkthroughs, as well as a review of documentation and records

SGS has planned and carried out the work to obtain the information, explanations and evidence that it has considered necessary to conclude with a limited level of assurance that GHG emissions for the year 2025 are fairly declared.

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Considerations:

- The AR5 global warming potential (GWP) has been considered, instead of AR6, since the national HCP methodology is being used, which still uses said PCG.
- For that matter, of the MINAM "HC Peru" tool; The electricity emission factor (EF) includes losses due to network transmission. The emission factor used for the Iquitos sites was obtained from the Iquitos Isolated system (SAI): 0.7240 $kgCO_2/MWh$
- The calculator tool incorporates the 2025 DEFRA factors as well as the data from Open LCA, Ecoinvent, Agrybalyse and Healthcare LCA.

Opportunities for Improvement

The organization should also consider the FARs (Follow-up Action Requests) identified during the audit process

The organization is in process to stablish goals for reduction and implemneting new activities for mitigation of its Footcarbon print.

This Declaration must be interpreted together with the GHG inventory of FARMACIAS PERUANAS S.A.C.

FARMACIAS PERUANAS S.A.C

ANEXO 1: ABSOLUTE EMISSIONS – 2025

Emission Source	Emissions (tCO2eq)	EmissionsCH4 (tCO2eq)	Emissions N2O (tCO2eq)	Emissions HFC (tCO2eq)	Emissions SF6 (tCO2eq)	Total CO2eq	General Contribution
Category 1	5.9	0.0	0.0	2,675.6	0.0	2,681.54	0.76%
Estacionary Combustion	5.9	0.0	0.0	0.0	0.0	5.947	0.00%
Movil Combustion	0.0	0.0	0.0	0.0	0.0	0.00	0.00%
Refrigerants	0.0	0.0	0.0	2,675.6	0.0	2,675.60	0.76%
Category 2	12,385.1	0.0	0.0	0.0	0.0	12,385.08	3.52%
Electri energy	12,385.1	0.0	0.0	0.0	0.0	12,385.08	3.52%
Category 3	28,134.0	0.0	0.0	0.0	0.0	28,134.0	7.99%
Updream transportation	20,499.9	0.0	0.0	0.0	0.0	20,499.94	5.82%
Air Business travel	677.2	0.0	0.0	0.0	0.0	677.18	0.19%
Commute between home-work	6,956.9	0.0	0.0	0.0	0.0	6,956.92	1.98%
Category 4	308,892.23	0.00	0.00	0.00	0.00	308,892.23	87.73%
Purchased products	308,892.2	0.0	0.0	0.0	0.0	308,892.23	87.73%
Total Emission	349,417.3	0.0	0.0	2,675.6	0.0	352,092.90	100.00%

Biogénic Emissions	Emissions in metric tons of CO_2
Direct Biogenic Carbon Emissions (direct and indirects)	0.1856

Emissions of Other GHGs Not Regulated by the Kyoto Protocol	Emissions in tCO2e
Hydroclorofluorocarbons HCFC-22 (R22)	177.06

Note: This statement is issued on behalf of the customer by SGS del Perú SAC ("SGS") in accordance with its General Greenhouse Gas Verification Conditions available at http://www.sgs.com/terms_and_conditions.htm . Recorded results are based on audit performed by SGS. A complete copy of this statement, the results and the supporting GHG statement can be obtained from the Client FARMACIAS PERUANAS S.A.C. This statement does not release the customer from compliance with any federal, national or regional statutes and regulations or any directive issued pursuant to said regulations Definitions to the contrary are not binding on SGS and SGS shall have no liability vis-à-vis its Customer.

Statement PE26/00000205

Greenhouse Gas (GHG) Verification Statement

The inventory of greenhouse gas emissions

From **01/01/2025 – 31/12/2025** of the organization

REAL PLAZA S.R.L

Av. Punta del Este N°2403, Jesús María, Lima, Peru.

Has been verified with ISO 14064-3:2019 in compliance with the requirements of

ISO 14064-1:2018

For the following activities
"ACTIVITIES OF RENTAL OF PREMISES AND ADMINISTRATION OF SHOPPING CENTERS"

Disclose a total emission of:
Category 1 a total of 204.9 metric tons of CO_2 equivalent.
Category 2: a total of 9,239.6 metric tons of CO_2 equivalent (Location Based Approach)
Category 3: 635.2 metric tons of CO2 equivalent
Category 4: 6,430.79 metric tons of CO2 equivalent
Category 5: 28,016.4 metric tons of CO2 equivalent

Lead Auditor: Pamela Castillo R.
Co-auditors: Nathaly Polanco
Technical Review: Soledad Pereira

Verification declaration date:
Issue 1: June 24, 2026

Authorized by
Julio Ubarnes Pinto
Certification Manager

SGS del Perú S.A.C.

Av. Elmer Faucett N° 3348 - Urb. Bocanegra, Callao, Lima, Perú
t (511) 517-1900 – www.sgs.pe

Statement PE26/00000205, continued

REAL PLAZA S.R.L

Brief description of the verification process

SGS has been contracted by PLAZA REAL S.R.L for the verification of the direct and indirect carbon dioxide equivalent (CO_{2eq}) emissions of PLAZA REAL in its GHG assertion given in its GHG Report.

Roles and Responsibilities

PLAZA REAL is responsible for the organization's GHG information system, the development and maintenance of records and the reporting procedure in accordance with this system, including the calculation, information and reported GHG emissions. It is the responsibility of SGS to express a GHG verification opinion independent of the GHG emissions given by PLAZA REAL in its GHG assertion for 2025.

SGS performed a third-party verification against the requirements of ISO 14064-3:2019 of the given GHG assertion for 2025. The evaluation included tour of the facilities of the Salaverry and Primavera Mall, review of documents and records, and interviewing personnel. The verification was based on the scope, objective, and verification criteria of the agreement between PLAZA REAL and SGS with proposal.

Assurance Level

The agreed level of assurance is Limited.

Scope

PLAZA REAL contracted an independent verification by SGS of its reported CO_2eq emissions from its management of PLAZA REAL to establish compliance with the requirements of ISO 14064-1:2018 within the verification scope detailed below. Data and information supporting the GHG assertion were historical, projected and hypothetical in nature, and demonstrated with evidence. This agreement covers the verification of emissions from anthropogenic GHG sources included within the organization's boundaries and meets the requirements of ISO 14064-1:2018.

- Organizational Boundaries: Operational Control Approach.
- Description of activities: Activities of rental of premises and administration of shopping centers
- Location/Limits of Activities: At the end of the year - December 31, 2025
    - 1 administrative office in Jesús María (inside the Salaverry Mall)
    - 20 shopping centers (Arequipa; Cajamarca; Civic Center; Chiclayo; Cusco; Guardia Civil; Huancayo; Huánuco; Juliaca; Nuevo Chimbote; Piura; Primavera; Pro; Pucallpa; Puruchuco; Salaverry; Santa Clara; Sullana; Trujillo; Villa María).
- Physical infrastructure, activities, technologies and processes of the organization: Administrative headquarters, shopping centers.
- GHG sources included:
- **Category 1 - Direct Emissions**
- Fugitive Emissions: Refrigerant Gases
- Stationery and mobile emissions: electric generators, mobile machinery (sweeper).
- **Category 2 - Indirect energy emissions:** Electricity purchased from SEIN
- **Category 3 - Indirect GHG Emissions from Transport**
- Emissions generated by: taxis paid for by the company, air travel.
- **Category 4- Indirect GHG emissions from products used by the organization**
- Energy emissions not included, general consumables, water consumption, waste generation, fixed assets.
- Category 5 **Indirect GHG emissions associated with the use of the organization's products:** Downstream leased assets (electricity, LPG for tenants).

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- Separately, CO_2 emissions from burning biomass and HCFCs refrigerants.
- **GHGs included:** CO_2, N_2O, CH_4 y HFC. There is no PFC, SF6 or NF3. Separately, emissions from biomass burning and HCFC.
- GHG information was verified for the following period: Calendar year 2025 (01/01/2025 – 31/12/2025)
- Global Warming Potentials (GWPs): IPCC AR5 – 2013.
- Intended user of the verification statement view: Internal and general public.
- **Changes:** There are no significant changes for INV2025.
- **Base Year:** 2023
- **Significance Matrix:** The significance matrix has been developed, with criteria of magnitude, influence and accuracy.
- **Goal:** There are no established goals.
- **Mitigation Actions:** They are not registered.
- **Exclusions:**
- Category 1: Fugitive emissions (gas from fire extinguishers) because they are not material.
- Categories 3, 4 and 5: home and work transport, land transport, customer and visitor transport.

Objective
The purpose of this verification was to independently review, with objective evidence:
- If all CO2 equivalent emissions are those declared by the organization in its GHG declaration and materially compliant.
- Whether the data reported is accurate, complete, consistent, transparent, and free of material error or omission.
- If the declaration has been prepared in accordance with the ISO 14064-1:2018 standard.

Criteria
The criteria against which the verification was carried out are the requirements of ISO 14064-1:2018 and HC Peru MINAM

Materiality
SGS considered a materiality of 10% as a requirement for verification, based on the needs of the intended users of the GHG assertion.

Conclusión
The organization provided its GHG statement based on the requirements of ISO 14064-1:2018.
Category 1 a total of 204.9 metric tons of CO_2 equivalent.
Category 2: a total of 9,239.6 metric tons of CO_2 equivalent (Location Based Approach)
Category 3: 635.2 metric tons of CO_2 equivalent
Category 4: 6,430.79 metric tons of CO_2 equivalent
Category 5: 28,016.4 metric tons of CO_2 equivalent
In addition, direct CO_2 emissions from biomass combustion amounted to 2.58 tCO_2. The details of the emissions in Annex 1.

Modified Opinion:
The organization has made requested modifications so there are currently no material misstatements and/or if there are any limitations; mentioned at the end, does not impair the usefulness of the GHG declaration or materiality.
This statement was verified by SGS with a Limited level of assurance and is consistent with the objectives, criteria and scope of the verification agreement.
In the opinion of SGS, based on the data and information given and the processes and procedures carried out, we conclude with limited assurance, that there is no evidence that:
- Not all CO_2e emissions were as declared, that the statement is not materially correct and is not a fair representation of GHG data and information.
- The GHG methodology applied is not in accordance with ISO 14064-1:2018
- The Statement is not accurate, complete, consistent, transparent, or free from material errors or omissions.

SGS's approach is risk-based, based on an understanding of the risks associated with modelling GHG emissions information and the controls in place to mitigate these risks. Our examination included the evaluation, based on sampling, of relevant evidence from the emissions information report.

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Likewise, SGS has verified the data of the activity, to be used in the "HC Peru" Calculator of MINAM, which reveals a result that is within the materiality of 10%.
SGS concludes that the activity data entered into the HC Peru tool is accurate, complete, consistent, transparent and free of error or material omission.

The organization has made requested modifications so there are currently no material misstatements and/or if there are any limitations; mentioned at the end, does not impair the usefulness of the GHG declaration or materiality.
This statement was verified by SGS with a Limited level of assurance and is consistent with the objectives, criteria and scope of the verification agreement.

SGS's approach is risk-based, based on an understanding of the risks associated with modelling GHG emissions information and the controls in place to mitigate these risks. Our examination included the evaluation, based on sampling, of relevant evidence from the emissions information report.

Considerations:

- For electricity calculations, the 2025 emission factor from the Peruvian Ministry of the Environment (MINAM) "HC Perú" tool has been applied. This electricity emission factor includes transmission and distribution losses.
- The AR5 Global Warming Potentials (GWPs) have been used, as these are the values currently applied within the Peru Carbon Footprint Platform.
- The organization's proprietary calculator incorporates emission factors from the following sources: IPCC 2006 Guidelines, Ecoinvent v3.11, and DEFRA 2018.

This Opinion should be interpreted in conjunction with the GHG statement of REAL PLAZA S.R.L.
Annex 1. Emissions considered in the quantification

Fuente de emisión	Emisiones (tCO2eq)	Emisiones CH4 (tCO2eq)	Emisiones N2O (tCO2eq)	Emisiones HFC (tCO2eq)	Total CO2eq	Contribución general
Categoría 1	81.4	0.3	0.2	123.1	204.9	0.46%
Combustión estacionaria - Energía	81.3	0.3	0.2	0.0	81.86	0.18%
Combustión móvil	0.0	0.0	0.0	0.0	0.01	0.00%
Refrigerantes	0.0	0.0	0.0	123.1	123.1	0.28%
Categoría 2	9,239.6	0.0	0.0	0.0	9,239.6	20.75%
Energía eléctrica	9.239.6	0.0	0.0	0.0	9.239.6	20.75%
Categoría 3	635.2	0.0	0.0	0.0	635.2	1.43%
Viajes aéreos	611.3	0.0	0.0	0.0	611.3	1.37%
Taxis contratados	24.0	0.0	0.0	0.0	24.0	0.05%
Categoría 4	6,430.76	0.00	0.00	0.00	6,430.76	14.44%
Emisiones relacionadas con energía no incluidas en Categoria 1 y 2	2,238.9	0.0	0.0	0.0	2,238.9	5.03%
Consumibles	330.1	0.0	0.0	0.0	330.1	0.74%
Consumo de agua	387.4	0.0	0.0	0.0	387.4	0.87%
Activos fijos	1,782.3	0.0	0.0	0.0	1,782.3	4.00%
Residuos generados	1,692.1	0.0	0.0	0.0	1,692.1	3.80%
Categoría 5	28,016.4	0.0	0.0	0.0	28,016.4	62.92%
Activos arrendados aguas abajo	28.016.4	0.0	0.0	0.0	28.016.4	62.92%
Emisiones totales	43,768.1	0.3	0.2	123.1	44,526.86	100.00%